

***Multiple Linear Regression Analysis
of
University Faculty Salaries***

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**University Formula Matrix Study Committee
Texas Higher Education Coordinating Board**

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M E M O R A N D U M

To: Dr. Roger Elliott, Assistant Commissioner for Finance, Campus Planning, and Research at Texas Higher Education Coordinating Board

From: Mr. Joseph Meyer, Director of Institutional Research
Southwest Texas State University

Subject: Summary of multiple linear regression for formula matrix subcommittee

During meetings of a working committee of the formula matrix subcommittee, the idea of using multiple linear regression analysis to predict what a typical faculty member is paid for teaching in a particular discipline and at a particular instructional level was discussed.

The idea was that faculty rank, tenure status, instructional level, teaching load, and other variables collected from universities by the Coordinating Board could be used to predict faculty salaries under a wide variety of instructional circumstances. The regression would be a descriptive model, rather than inferential model, since the Coordinating Board owns the population of data on faculty salaries in Texas. Each salary prediction of the model would be compared to the actual salary of a faculty member for whom the prediction was made, to see whether the actual salary was representative of other faculty with similar credentials and instructional assignments. The representative salaries would then be compared with the faculty salary portion of the formula income generated by the same faculty members to see whether faculty were overpaid or underpaid in comparison to the formula income generated. This would give an idea of what disciplines and levels were over-funded and under-funded for faculty salaries.

Once the over-funded and under-funded disciplines were identified, the regression model would be adjusted to improve the model. Adjustments to the model that reduced the magnitude of predictions above or below the actual salaries would improve the r-square of the model and indicate whether funding rates in particular disciplines and at particular instructional levels should be increased or decreased. Therefore, it was thought the results could be used to adjust weights in the formula funding matrix or workload weighting system to more accurately reflect costs.

Although this method was not adopted by the subcommittee, it was an informative study and generally supportive of other committee findings. An attached summary describes the findings of the regression analysis and why it was not pursued further. Appendix A of this document provides the SAS programming code used for the analysis. Results of the regression analysis were provided to Dr. Roger Elliott and Governor Bill Hobby, but were not provided to the entire Cost Study Working Committee due to the decision to not pursue this approach further.

MULTIPLE REGRESSION ANALYSIS FOR FORMULA MATRIX SUBCOMMITTEE

EXECUTIVE SUMMARY

1. Regression analysis does not appear to be effective in choosing the best faculty funding rates or workload weightings, based on the r-square of the regression model: Faculty rank and institutional type are both more predictive of faculty salary than the amount of formula income generated by the courses taught by a faculty member. Therefore, small changes in the workload weighting and funding weights (see Attachment A) have very little impact on the r-square of the model. For example, the predictor that is multiplied by the formula income to determine part of what a faculty member's predicted salary is has a value of approximately .05 in each of the three regression models. If the formula income generated by a faculty member in a fall semester is \$40,000, then only 5% of this or \$2,000 goes toward the predicted salary--this is probably below 10% of what typical faculty are actually paid in a semester. Therefore, small changes in the weighting system have little impact on the regression model (see Attachment B).
2. Regression analysis has some utility in showing whether the mean of actual salaries paid to faculty members is close to what is predicted. If the mean of actual salaries is greatly different than what is predicted, it indicates the actual salaries are not very representative of faculty with similar rank, institutional affiliation, and funding discipline. Therefore, it might be of some benefit in determining whether the faculty salary expenditures in a particular discipline and at a particular institution are a reasonable representation of what it SHOULD cost to teach (see Attachments C through F).
3. The following disciplines generate less average faculty salary income from the formula system than is spent on average faculty salaries at most institutions: Liberal Arts, Science, Fine Arts, Agriculture, Technology, and Physical Training (see Attachment C).
4. Undergraduate instruction generates less formula income for faculty salaries than is actually spent on faculty salaries for undergraduate teaching at most institutions. Doctoral instruction generates more formula income for faculty salaries than is spent on doctoral instruction at most institutions (see Attachment D).
5. Results by funding area and maximum instructional level of faculty members are provided, but often result in small numbers that may not be reliable (see Attachment E).
6. Large institutions tend to generate more formula income for faculty salaries than they expend, whereas small institutions typically generate less formula income for faculty salaries than they expend (see Attachment F).

ATTACHMENT A. SAS PROGRAM

```
options linesize=80;

/*
 * Program: SALARY_ALLOC.SAS
 * Author: Joseph Meyer, Southwest Texas State University
 * Last Revised: 1-May-2001
 * Purpose:
 *
 * This SAS program uses CBM004 and CBM008 data provided by the Kenneth Dalley
 * of the Educational Data Center at the Texas Higher Education Coordinating
 * Board. Data is included for every Texas public university. The data is used
 * in a multiple linear regression model to predict faculty salaries from the
 * following independent variables which are available in Coordinating Board
 * data: Faculty Rank, Faculty Tenure Status, Funding Area, Instruction Level,
 * and Formula Income.
 *
 * Read in the data provided by THECB.
 */

data cbm4data;
infile 'ssi:d348199.149';
input fice 1-6
      crspf $    7-13
      fundarea 34-35
      crstp    36
      crslvl   37
      crdhr    38-41
      tenure   42
      ssn      43-51
      llstu    55-57
      ulstu    58-60
      mlstu    61-63
      dlstu    64-66
      spstu    67-69
      rank     70
      facfte   71-73
      salary   74-79
      sem      89
      year     90-93
;
crdhr = crdhr/100;

/*
 * Compute the total number of students in each class section.
 */

totstu = llstu+ulstu+mlstu+dlstu+spstu;

/*
 * Convert freshman, sophomore, junior, senior, masters, doctoral, and
 * professional classes into lower-level, upper-level, masters, doctoral,
 * and professional classes.
*/
```

```

if (crslvl < 3) then level=1;
if (crslvl > 2 and crslvl < 5) then level=2;
if (crslvl > 4 and crslvl < 6) then level=3;
if (crslvl = 6) then level=4;
if (crslvl = 7) then level=5;

/*
* Set up formula weights for faculty salary portion of funding as provided
* by Ken Vickers:
*
* wt4 = weights under a workload weighting system developed years ago and
*       used by the Coordinating Board through the FY 2000-2001 funding
*       cycle.
*
* wta = no weights used to allocate salaries to the faculty workload;
*       rather, portion of salary going to each course is credit hour
*       value of course divided by teaching load.
*
* wtf = compromise between first and second option with reduced weights
*       for graduate-level instruction.
*/

```

```

data testdat;
set cbm4data;

if (fundarea=1) then
  do;
    if (level=1) then wt4=1;
    if (level=2) then wt4=2.30;
    if (level=3) then wt4=10.17;
    if (level=4) then wt4=25.61;
    end;
  else if (fundarea=2) then
    do;
      if (level=1) then wt4=1.14;
      if (level=2) then wt4=2.43;
      if (level=3) then wt4=10.60;
      if (level=4) then wt4=24.77;
      end;
  else if (fundarea=3) then
    do;
      if (level=1) then wt4=1.78;
      if (level=2) then wt4=3.93;
      if (level=3) then wt4=15.31;
      if (level=4) then wt4=19.19;
      end;
  else if (fundarea=4) then
    do;
      if (level=1) then wt4=1.34;
      if (level=2) then wt4=1.80;
      if (level=3) then wt4=4.49;
      if (level=4) then wt4=14.17;
      end;
  else if (fundarea=5) then
    do;
      if (level=1) then wt4=1.29;
      if (level=2) then wt4=2.39;
      if (level=3) then wt4=13.82;
      if (level=4) then wt4=22.33;
      end;

```

```

else if (fundarea=6) then
do;
if (level=1) then wt4=1.77;
if (level=2) then wt4=3.25;
if (level=3) then wt4=11.26;
if (level=4) then wt4=28.08;
end;
else if (fundarea=7) then
do;
if (level=1) then wt4=1.10;
if (level=2) then wt4=2.29;
if (level=3) then wt4=9.41;
if (level=4) then wt4=21.33;
end;
else if (fundarea=8) then
do;
if (level=5) then wt4=4.89;
end;
else if (fundarea=9) then
do;
if (level=1) then wt4=2.38;
if (level=2) then wt4=2.94;
if (level=3) then wt4=3.82;
if (level=4) then wt4=25.72;
end;
else if (fundarea=10) then
do;
if (level=1) then wt4=1.62;
if (level=2) then wt4=0.81;
if (level=3) then wt4=4.32;
if (level=4) then wt4=19.41;
end;
else if (fundarea=12) then
do;
if (level=1) then wt4=3.72;
if (level=2) then wt4=4.84;
end;
else if (fundarea=13) then
do;
if (level=1) then wt4=1.30;
if (level=2) then wt4=1.69;
end;
else if (fundarea=14) then
do;
if (level=1) then wt4=2.20;
if (level=2) then wt4=3.73;
if (level=3) then wt4=7.22;
if (level=4) then wt4=21.63;
if (level=5) then wt4=16.50;
end;
else if (fundarea=15) then
do;
if (level=1) then wt4=1.58;
if (level=2) then wt4=2.55;
if (level=3) then wt4=4.92;
if (level=4) then wt4=41.03;
if (level=5) then wt4=5.49;
end;

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else if (fundarea=16) then
do;
if (level=1) then wt4=1.09;
if (level=2) then wt4=1.89;
if (level=3) then wt4=5.99;
if (level=4) then wt4=44.78;
end;
else if (fundarea=17) then
do;
if (level=3) then wt4=45.75;
if (level=4) then wt4=44.40;
if (level=5) then wt4=1.65;
end;
else if (fundarea=18) then
do;
if (level=1) then wt4=3.05;
if (level=2) then wt4=2.45;
end;
else if (fundarea=19) then
do;
if (level=1) then wt4=2.43;
if (level=2) then wt4=3.22;
if (level=3) then wt4=9.98;
end;
else if (fundarea=20) then
do;
if (level=1) then wt4=0;
if (level=2) then wt4=0;
if (level=3) then wt4=0;
if (level=4) then wt4=0;
end;
else if (fundarea=99) then
do;
if (level gt 0) then wt4=0;
end;

if (fundarea=1) then
do;
if (level=1) then wta=1.00;
if (level=2) then wta=2.45;
if (level=3) then wta=8.71;
if (level=4) then wta=21.85;
end;
else if (fundarea=2) then
do;
if (level=1) then wta=1.16;
if (level=2) then wta=2.66;
if (level=3) then wta=9.18;
if (level=4) then wta=21.46;
end;
else if (fundarea=3) then
do;
if (level=1) then wta=1.77;
if (level=2) then wta=4.15;
if (level=3) then wta=12.23;
if (level=4) then wta=15.79;
end;

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else if (fundarea=4) then
do;
if (level=1) then wta=1.39;
if (level=2) then wta=1.89;
if (level=3) then wta=4.11;
if (level=4) then wta=12.81;
end;
else if (fundarea=5) then
do;
if (level=1) then wta=1.36;
if (level=2) then wta=2.62;
if (level=3) then wta=11.38;
if (level=4) then wta=19.27;
end;
else if (fundarea=6) then
do;
if (level=1) then wta=1.85;
if (level=2) then wta=3.69;
if (level=3) then wta=9.92;
if (level=4) then wta=24.20;
end;
else if (fundarea=7) then
do;
if (level=1) then wta=1.12;
if (level=2) then wta=2.30;
if (level=3) then wta=8.25;
if (level=4) then wta=18.67;
end;
else if (fundarea=8) then
do;
if (level=5) then wta=4.70;
end;
else if (fundarea=9) then
do;
if (level=1) then wta=2.45;
if (level=2) then wta=2.93;
if (level=3) then wta=3.60;
if (level=4) then wta=22.97;
end;
else if (fundarea=10) then
do;
if (level=1) then wta=1.61;
if (level=2) then wta=1.09;
if (level=3) then wta=4.13;
if (level=4) then wta=17.89;
end;
else if (fundarea=12) then
do;
if (level=1) then wta=3.63;
if (level=2) then wta=4.63;
end;
else if (fundarea=13) then
do;
if (level=1) then wta=1.27;
if (level=2) then wta=1.68;
end;

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else if (fundarea=14) then
do;
if (level=1) then wta=1.33;
if (level=2) then wta=2.92;
if (level=3) then wta=5.59;
if (level=4) then wta=13.32;
if (level=5) then wta=15.87;
end;
else if (fundarea=15) then
do;
if (level=1) then wta=1.57;
if (level=2) then wta=2.62;
if (level=3) then wta=4.63;
if (level=4) then wta=35.39;
if (level=5) then wta=5.16;
end;
else if (fundarea=16) then
do;
if (level=1) then wta=1.09;
if (level=2) then wta=1.95;
if (level=3) then wta=5.27;
if (level=4) then wta=38.98;
end;
else if (fundarea=17) then
do;
if (level=3) then wta=44.16;
if (level=4) then wta=41.82;
if (level=5) then wta=1.60;
end;
else if (fundarea=18) then
do;
if (level=1) then wta=2.92;
if (level=2) then wta=2.34;
end;
else if (fundarea=19) then
do;
if (level=1) then wta=2.42;
if (level=2) then wta=3.26;
if (level=3) then wta=7.98;
end;
else if (fundarea=20) then
do;
if (level=1) then wta=5.21;
if (level=2) then wta=4.49;
if (level=3) then wta=10.04;
if (level=4) then wta=25.35;
end;
else if (fundarea=99) then
do;
if (level gt 0) then wta=0;
end;

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```
if (fundarea=1) then
do;
if (level=1) then wtf=1.00;
if (level=2) then wtf=2.36;
if (level=3) then wtf=9.35;
if (level=4) then wtf=23.23;
end;
else if (fundarea=2) then
do;
if (level=1) then wtf=1.15;
if (level=2) then wtf=2.54;
if (level=3) then wtf=9.80;
if (level=4) then wtf=22.66;
end;
else if (fundarea=3) then
do;
if (level=1) then wtf=1.79;
if (level=2) then wtf=4.04;
if (level=3) then wtf=13.32;
if (level=4) then wtf=16.84;
end;
else if (fundarea=4) then
do;
if (level=1) then wtf=1.34;
if (level=2) then wtf=1.84;
if (level=3) then wtf=4.26;
if (level=4) then wtf=13.28;
end;
else if (fundarea=5) then
do;
if (level=1) then wtf=1.32;
if (level=2) then wtf=2.50;
if (level=3) then wtf=12.44;
if (level=4) then wtf=20.42;
end;
else if (fundarea=6) then
do;
if (level=1) then wtf=1.80;
if (level=2) then wtf=3.45;
if (level=3) then wtf=10.58;
if (level=4) then wtf=25.79;
end;
else if (fundarea=7) then
do;
if (level=1) then wtf=1.10;
if (level=2) then wtf=2.30;
if (level=3) then wtf=8.75;
if (level=4) then wtf=19.50;
end;
else if (fundarea=8) then
do;
if (level=5) then wtf=4.77;
end;
else if (fundarea=9) then
do;
if (level=1) then wtf=2.38;
if (level=2) then wtf=2.96;
if (level=3) then wtf=3.69;
if (level=4) then wtf=23.96;
end;
```

```
else if (fundarea=10) then
do;
if (level=1) then wtf=1.60;
if (level=2) then wtf=0.93;
if (level=3) then wtf=4.21;
if (level=4) then wtf=18.41;
end;
else if (fundarea=12) then
do;
if (level=1) then wtf=3.66;
if (level=2) then wtf=4.72;
end;
else if (fundarea=13) then
do;
if (level=1) then wtf=1.27;
if (level=2) then wtf=1.68;
end;
else if (fundarea=14) then
do;
if (level=1) then wtf=1.30;
if (level=2) then wtf=2.88;
if (level=3) then wtf=5.82;
if (level=4) then wtf=13.65;
if (level=5) then wtf=16.08;
end;
else if (fundarea=15) then
do;
if (level=1) then wtf=1.59;
if (level=2) then wtf=2.60;
if (level=3) then wtf=4.72;
if (level=4) then wtf=37.42;
if (level=5) then wtf=5.29;
end;
else if (fundarea=16) then
do;
if (level=1) then wtf=1.09;
if (level=2) then wtf=1.92;
if (level=3) then wtf=5.58;
if (level=4) then wtf=40.87;
end;
else if (fundarea=17) then
do;
if (level=3) then wtf=43.92;
if (level=4) then wtf=41.44;
if (level=5) then wtf=1.64;
end;
else if (fundarea=18) then
do;
if (level=1) then wtf=3.04;
if (level=2) then wtf=2.46;
end;
else if (fundarea=19) then
do;
if (level=1) then wtf=2.40;
if (level=2) then wtf=3.22;
if (level=3) then wtf=9.00;
end;
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else if (fundarea=20) then
do;
if (level=1) then wtf=5.18;
if (level=2) then wtf=4.53;
if (level=3) then wtf=10.37;
if (level=4) then wtf=26.39;
end;
else if (fundarea=99) then
do;
if (level gt 0) then wtf=0;
end;

/*
* Multiply weights by the base funding rate per semester credit hour for
* the faculty salary portion of formula funding.
*/

wtf1 = wtf*32.63;
wtal = wta*33.08;
wt41 = wt4*31.81;

/*
* To calculate funding for faculty salaries, use:
*
* wt41 for current system (FY 2000-2001).
*
* wtal for system using no weights for different types of instruction.
*
* wtf1 for system in between the first two choices, which is the
*       system being recommended by committee.
*
* Compute funding for salaries based on one of the above weights:
*/
funding=(totstu*crdchr*wt41);

/*
* Initialize some variables with a value of zero
*/
l_org_ch = 0;
u_org_ch = 0;
m_org_ch = 0;
d_org_ch = 0;
p_org_ch = 0;
l_org_en = 0;
u_org_en = 0;
m_org_en = 0;
d_org_en = 0;
p_org_en = 0;
l_org_sc = 0;
u_org_sc = 0;
m_org_sc = 0;
d_org_sc = 0;
p_org_sc = 0;
l_ind_ch = 0;
u_ind_ch = 0;
m_ind_ch = 0;
d_ind_ch = 0;
p_ind_ch = 0;

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l_ind_en = 0;
u_ind_en = 0;
m_ind_en = 0;
d_ind_en = 0;
p_ind_en = 0;
l_ind_sc = 0;
u_ind_sc = 0;
m_ind_sc = 0;
d_ind_sc = 0;
p_ind_sc = 0;

/*
* Calculate lower-level organized credit hours (l_org_ch), lower-level
* organized semester credit hours (l_org_sc), lower-level organized
* enrollment (l_org_en), lower-level independent-study credit hours
* (l_ind_ch), lower-level independent-study semester credit hours
* (l_ind_sc), and lower-level independent-study enrollment (l_ind_en).
*
* Do the same of upper-, masters, doctoral, and professional levels.
*/
if (crstp=1 or crstp=2 or crstp=4 or crstp=7) and (level=1) then
  do;
    l_org_ch = crdhr;
    l_org_sc = totstu * crdhr;
    l_org_en = totstu;
  end;
else if (crstp=3 or crstp=5 or crstp=6 or crstp>7) and (level=1) then
  do;
    l_ind_ch = crdhr;
    l_ind_sc = totstu * crdhr;
    l_ind_en = totstu;
  end;
else if (crstp=1 or crstp=2 or crstp=4 or crstp=7) and (level=2) then
  do;
    u_org_ch = crdhr;
    l_org_sc = (llstu) * crdhr;
    u_org_sc = (ulstu+mlstu+dlstu+spstu) * crdhr;
    l_org_en = llstu;
    u_org_en = ulstu+mlstu+dlstu+spstu;
  end;
else if (crstp=3 or crstp=5 or crstp=6 or crstp>7) and (level=2) then
  do;
    u_ind_ch = crdhr;
    l_ind_sc = (llstu) * crdhr;
    u_ind_sc = (ulstu+mlstu+dlstu+spstu) * crdhr;
    l_ind_en = llstu;
    u_ind_en = ulstu+mlstu+dlstu+spstu;
  end;
else if (crstp=1 or crstp=2 or crstp=4 or crstp=7) and (level=3) then
  do;
    m_org_ch = crdhr;
    l_org_sc = (llstu) * crdhr;
    u_org_sc = (ulstu) * crdhr;
    m_org_sc = (mlstu+dlstu+spstu) * crdhr;
    l_org_en = llstu;
    u_org_en = ulstu;
    m_org_en = mlstu+dlstu+spstu;
  end;

```

```

else if (crstp=3 or crstp=5 or crstp=6 or crstp>7) and (level=3) then
do;
  m_ind_ch = crdhr;
  l_ind_sc = (llstu) * crdhr;
  u_ind_sc = (ulstu) * crdhr;
  m_ind_sc = (mlstu+dlstu+spstu) * crdhr;
  l_ind_en = llstu;
  u_ind_en = ulstu;
  m_ind_en = mlstu+dlstu+spstu;
end;
else if (crstp=1 or crstp=2 or crstp=4 or crstp=7) and (level=4) then
do;
  d_org_ch = crdhr;
  l_org_sc = (llstu) * crdhr;
  u_org_sc = (ulstu) * crdhr;
  m_org_sc = (mlstu+spstu) * crdhr;
  d_org_sc = (dlstu) * crdhr;
  l_org_en = llstu;
  u_org_en = ulstu;
  m_org_en = mlstu+spstu;
  d_org_en = dlstu;
  p_org_en = spstu;
end;
else if (crstp=3 or crstp=5 or crstp=6 or crstp>7) and (level=4) then
do;
  d_ind_ch = crdhr;
  l_ind_sc = (llstu) * crdhr;
  u_ind_sc = (ulstu) * crdhr;
  m_ind_sc = (mlstu+spstu) * crdhr;
  d_ind_sc = (dlstu) * crdhr;
  l_ind_en = llstu;
  u_ind_en = ulstu;
  m_ind_en = mlstu+spstu;
  d_ind_en = dlstu;
  p_ind_en = spstu;
end;
else if (crstp=1 or crstp=2 or crstp=4 or crstp=7) and (level=5) then
do;
  p_org_ch = crdhr;
  l_org_sc = (llstu) * crdhr;
  u_org_sc = (ulstu) * crdhr;
  p_org_sc = (mlstu+dlstu+spstu) * crdhr;
  l_org_en = llstu;
  u_org_en = ulstu;
  p_org_en = mlstu+dlstu+spstu;
end;
else if (crstp=3 or crstp=5 or crstp=6 or crstp>7) and (level=5) then
do;
  p_ind_ch = crdhr;
  l_ind_sc = (llstu) * crdhr;
  u_ind_sc = (ulstu) * crdhr;
  p_ind_sc = (mlstu+dlstu+spstu) * crdhr;
  l_ind_en = llstu;
  u_ind_en = ulstu;
  p_ind_en = mlstu+dlstu+spstu;
end;

```

```

/*
* Compute total organized credit hours (org_ch), total organized
* enrollment (org_en), and total organized semester credit hours
* (org_sc). Do the same for independent study courses.
*/
org_ch = l_org_ch + u_org_ch + m_org_ch + d_org_ch + p_org_ch;
org_en = l_org_en + u_org_en + m_org_en + d_org_en + p_org_en;
org_sc = l_org_sc + u_org_sc + m_org_sc + d_org_sc + p_org_sc;

ind_ch = l_ind_ch + u_ind_ch + m_ind_ch + d_ind_ch + p_ind_ch;
ind_en = l_ind_en + u_ind_en + m_ind_en + d_ind_en + p_ind_en;
ind_sc = l_ind_sc + u_ind_sc + m_ind_sc + d_ind_sc + p_ind_sc;

/*
* Compute total lower-level credit hours (ll_ch), upper-level
* credit hours (ul_ch), etc.
*/
ll_ch = l_org_ch + l_ind_ch;
ul_ch = u_org_ch + u_ind_ch;
ml_ch = m_org_ch + m_ind_ch;
dl_ch = d_org_ch + d_ind_ch;
sp_ch = p_org_ch + p_ind_ch;

/* Compute total credit hours (tot_ch). */

tot_ch = org_ch + ind_ch;

proc sort;
by ssn;

/*
* Sum the values of all these variables by SSN, so that we have a total
* for each faculty member. Also include a total of faculty salary. Pick
* up the maximum faculty rank and tenure status, just in case the rank or
* tenure status is not the same for each record. Compute the minimum and
* maximum values of funding area and level.
*/
proc means sum min max noprint;
by ssn;
var fice fundarea level funding
    l_org_ch u_org_ch m_org_ch d_org_ch p_org_ch ind_ch org_ch tot_ch
    l_org_en u_org_en m_org_en d_org_en p_org_en ind_en org_en
    l_org_sc u_org_sc m_org_sc d_org_sc p_org_sc ind_sc org_sc
    salary rank tenure facfte;
output out=sumdata min(fice)=fice
        sum(l_org_ch)=l_org_ch
        sum(u_org_ch)=u_org_ch
        sum(m_org_ch)=m_org_ch
        sum(d_org_ch)=d_org_ch
        sum(p_org_ch)=p_org_ch
        sum(ind_ch)=ind_ch
        sum(org_ch)=org_ch
        sum(tot_ch)=tot_ch
        sum(l_org_en)=l_org_en
        sum(u_org_en)=u_org_en
        sum(m_org_en)=m_org_en
        sum(d_org_en)=d_org_en

```

```

        sum(p_org_en)=p_org_en
        sum(ind_en)=ind_en
        sum(org_en)=org_en
        sum(l_org_sc)=l_org_sc
        sum(u_org_sc)=u_org_sc
        sum(m_org_sc)=m_org_sc
        sum(d_org_sc)=d_org_sc
        sum(p_org_sc)=p_org_sc
        sum(ind_sc)=ind_sc
        sum(org_sc)=org_sc
        sum(funding)=funding
        min(fundarea)=minfund
        max(fundarea)=maxfund
        min(level)=minlevel
        max(level)=maxlevel
        max(salary)=salary
        max(rank)=rank
        max(tenure)=tenure
        max(facfte)=facfte;

/*
* Run a regression for faculty who teach in only one academic discipline
* (minfund=maxfund), whose salary is greater than zero, who generated
* formula funding, and who taught some credit hours.
*/
data regdata;
set sumdata;
if (minfund=maxfund and salary gt 0 and funding > 0 and tot_ch > 0);

/*
* Initialize some more variables.
*/
salper = 0;
formper = 0;
p_lower = 0;
p_upper = 0;
p_doctor = 0;
p_prof = 0;

/*
* Compute salary per credit hour (salper), formula funding per credit hour
* (formper), percent of load at lower-level (p_lower), percent of load at
* upper-level (p_upper), etc.
*/
if (tot_ch) > 0 then
do;
    salper = salary / tot_ch;
    formper = funding/ tot_ch;
    p_lower = l_org_ch / tot_ch;
    p_upper = u_org_ch / tot_ch;
    p_master = m_org_ch / tot_ch;
    p_doctor = d_org_ch / tot_ch;
    p_prof = p_org_ch / tot_ch;
end;

```

```

/*
* Consider tenured and tenure-track faculty as a single group under a
* variable called tenur.
*/
tenur=0;
if (tenure = 1 or tenure = 2) then tenur=1;

/*
* Set up dummy variables for ranks. Use a separate dummy variable for
* each rank, so that the regression model is not forced to assume that
* salary differences between each rank are equal, as would be the case
* with a single orthogonal dummy variable. We have plenty of degrees
* of freedom with the size of our dataset, so separate dummy variables
* is not a problem.
*/
prof=0;
if rank = 1 then prof=1;
assoc=0;
if rank = 2 then assoc=1;
asst=0;
if rank = 3 then asst=1;
inst=0;
if rank = 4 then inst=1;
other=0;
if rank = 5 then other=1;
ta=0;
if rank = 6 then ta=1;

/*
* Set up a separate dummy variable for each funding area.
*/
lib_arts=0;
if maxfund = 1 then lib_arts=1;
sciences=0;
if maxfund = 2 then sciences=1;
fine_art=0;
if maxfund = 3 then fine_art=1;
teach_ed=0;
if maxfund = 4 then teach_ed=1;
agricult=0;
if maxfund = 5 then agricult=1;
engineer=0;
if maxfund = 6 then engineer=1;
home_eco=0;
if maxfund = 7 then home_eco=1;
law=0;
if maxfund = 8 then law=1;
soci_srv=0;
if maxfund = 9 then soci_srv=1;
libr_sci=0;
if maxfund = 10 then libr_sci=1;
voca_trg=0;
if maxfund = 12 then voca_trg=1;
phys_trg=0;
if maxfund = 13 then phys_trg=1;
heal_srv=0;

```

```

if maxfund = 14 then heal_srv=1;
pharmacy=0;
if maxfund = 15 then pharmacy=1;
bus_admi=0;
if maxfund = 16 then bus_admi=1;
optomtry=0;
if maxfund = 17 then optomtry=1;
prac_tch=0;
if maxfund = 18 then prac_tch=1;
technlgy=0;
if maxfund = 19 then technlgy=1;
nursing=0;
if maxfund = 20 then nursing=1;

/*
* Set up a separate dummy variable for each maximum level, the maximum
* level at which a faculty member taught.
*/
upper=0;
if (maxlevel = 2) then upper=1;
master=0;
if (maxlevel = 3) then master=1;
doctor=0;
if (maxlevel = 4) then doctor=1;
profess=0;
if (maxlevel = 5) then profess=1;

/*
* Set up a doctoral institution dummy variable to be applied only to
* U. T. Austin, Texas A & M, and Texas Tech where faculty salaries are
* higher than at other institutions.
*/
doct=0;
if (fice=3658 or fice=10366 or fice=3644) then doct=1;

/*
* Set up variables to assign faculty to multiple groups. A faculty
* member belongs to group1 if he or she teaches at the lower-level, but
* also belongs to group2 if he or she teaches at the upper-level.
*/
group1=1;
group2=2;
group3=3;
group4=4;
group5=5;

if (p_lower gt 0) then group1=6;
if (p_upper gt 0) then group2=7;
if (p_master gt 0) then group3=8;
if (p_doctor gt 0) then group4=9;
if (p_prof gt 0) then group5=0;

```

```

/*
* Compute organized credit hours (org_ch), organized enrollment (org_en),
* and total semester credit hours (tot_sc) for each faculty member.
*/
org_ch = l_org_ch + u_org_ch + m_org_ch + d_org_ch + p_org_ch;
org_en = l_org_en + u_org_en + m_org_en + d_org_en + p_org_en;
tot_sc = l_org_sc + u_org_sc + m_org_sc + d_org_sc + p_org_sc + ind_sc;

/*
* Set up labels for the output.
*/
PROC FORMAT;
VALUE FICEFMT 3541='Angelo St'
            3581='Lamar'
            3592='Midwestern'
            3630='Prairie View'
            3606='Sam Houston'
            3615='Southwest Tx'
            3624='S. F. Austin'
            3625='Sul Ross'
            20='Sul Ross Rio'
            3631='Tarleton'
            9651='A&M Internat'
            10366='Texas A&M'
            10298='A&M Galvest'
            3565='A&M Commerce'
            11161='A&M Corpus'
            3639='A&M Kingsvil'
            29269='A&M Texarkan'
            3642='Texas Southr'
            3644='Texas Tech'
            3646='Texas Womans'
            3656='U.T. Arling'
            3658='U.T. Austin'
            30646='U.T. Browns'
            9741='U.T. Dallas'
            3661='U.T. El Paso'
            10115='U.T. San Ant'
            11163='U.T. Tyler'
            9930='U.T. Permian'
            3599='U.T. Pan Am'
            3652='U. Houston'
            11711='U.H. Clear'
            12826='U.H. Downtwn'
            13231='U.H. Victor'
            3594='U. North Tx'
            3665='W. Texas A&M';
VALUE LEVELFMT   1='Taught at lower level'
                2='Taught at upper level'
                3='Taught at master level'
                4='Taught at doctoral level'
                5='Taught at professional level';

```

```

VALUE FUNDFMT      1='Liberal Arts'
      2='Science'
      3='Fine Arts'
      4='Teacher Ed'
      5='Agriculture'
      6='Engineering'
      7='Home Economics'
      8='Law'
      9='Social Services'
     10='Library Science'
     12='Vocation Traing'
     13='Physical Traing'
     14='Health Services'
     15='Pharmacy'
     16='Business Admin'
     17='Optometry'
     18='Teach Ed Pract'
     19='Technology'
     20='Nursing';

TITLE 'Current Formula Matrix';

/*
* Run a regression model to predict salary from formula funding, doctoral
* status of institution, and faculty rank. Save the output in a file with
* variables of PRED1 for the predicted salary, RESID1 for the residual
* (difference between predicted and actual salary), and STURES1 for the
* Studentized residual.
*/
PROC REG;
MODEL SALARY = funding doct prof assoc asst inst ta;
   OUTPUT OUT=REG1DATA PREDICTED=PRED1 RESIDUAL=RESID1 STUDENT=STURES1;

DATA PDATA;
SET REGDATA REG1DATA;
IF PRED1 > 0;

/*
* Compute the mean funding generated, mean 4.5-month (1-semester) salary,
* mean predicted 4.5-month (1-semester) salary, mean residual, mean
* studentized residual, number of observations, and p-value for the
* parameter estimate of the independent variable by funding area and
* FICE. Remember, we only included faculty who taught in a single
* funding area.
*/
PROC SORT;
BY MAXFUND FICE;

PROC MEANS N MEAN T PRT NOPRINT;
VAR FUNDING SALARY PRED1 RESID1 STURES1;
BY MAXFUND FICE;
output out=meandat1 mean(funding)=funding mean(salary)=salary mean(pred1)=pred1
      mean(resid1)=resid1 mean(stures1)=stures1
      n(salary)=n prt(resid1)=probzero;

DATA PDATA2;
SET REGDATA REG1DATA;
IF PRED1 > 0;

```

```

/*
* Compute the mean funding generated, mean 4.5-month (1-semester) salary,
* mean predicted 4.5-month (1-semester) salary, mean residual, mean
* studentized residual, number of observations, and p-value for the
* parameter estimate of the independent variable by maximum instructional
* level and FICE.
*/
PROC SORT;
BY MAXLEVEL FICE;

PROC MEANS N MEAN T PRT NOPRINT;
VAR FUNDING SALARY PRED1 RESID1 STURES1;
BY MAXLEVEL FICE;
output out=meandat2 mean(funding)=funding mean(salary)=salary mean(pred1)=pred1
      mean(resid1)=resid1 mean(stures1)=stures1
      n(salary)=n prt(resid1)=probzero;

DATA PDATA3;
SET REGDATA REG1DATA;
IF PRED1 > 0;

/*
* Compute the mean funding generated, mean 4.5-month (1-semester) salary,
* mean predicted 4.5-month (1-semester) salary, mean residual, mean
* studentized residual, number of observations, and p-value for the
* parameter estimate of the independent variable by maximum instructional
* level, funding area, and FICE.
*/
PROC SORT;
BY MAXLEVEL MAXFUND FICE;

PROC MEANS N MEAN T PRT NOPRINT;
VAR FUNDING SALARY PRED1 RESID1 STURES1;
BY MAXLEVEL MAXFUND FICE;
output out=meandat3 mean(funding)=funding mean(salary)=salary mean(pred1)=pred1
      mean(resid1)=resid1 mean(stures1)=stures1
      n(salary)=n prt(resid1)=probzero;

DATA PDATA4;
SET REGDATA REG1DATA;
IF PRED1 > 0;

/*
* Compute the mean funding generated, mean 4.5-month (1-semester) salary,
* mean predicted 4.5-month (1-semester) salary, mean residual, mean
* studentized residual, number of observations, and p-value for the
* parameter estimate of the independent variable by FICE.
*/
PROC SORT;
BY FICE;

```

```

PROC MEANS N MEAN T PRT NOPRINT;
VAR FUNDING SALARY PRED1 RESID1 STURES1;
BY FICE;
output out=meandat4 mean(funding)=funding mean(salary)=salary mean(pred1)=pred1
      mean(resid1)=resid1 mean(stures1)=stures1
      n(salary)=n prt(resid1)=probzero;

DATA PRNTDAT1;
SET MEANDAT1;

/*
* Assign a marker of '-' if the mean funding per faculty member for an
* institution is below both the salary and predicted salary. Assign a
* marker of '+' if the mean funding per faculty member for an institution
* is above both the salary and predicted salary.
*/
IF (FUNDING < SALARY and FUNDING < PRED1) THEN X='-' ;
IF (FUNDING > SALARY and FUNDING > PRED1) THEN X='+' ;

/* Set up labels for output. */

LABEL FICE='FICE Code'
      FUNDING='Formula'
      SALARY='Salary Cost'
      PRED1='Predicted Salary Cost'
      RESID1='Residual'
      PROBZERO='Prob <> 0'
      STURES1='Studentized Residual'
      MAXFUND='Funding Discipline';

PROC SORT;
BY MAXFUND STURES1;

/* Print results for institutions by funding area. */

PROC PRINT;
BY MAXFUND;
VAR X FICE N FUNDING SALARY PRED1 RESID1 PROBZERO STURES1;
FORMAT FICE FICEFMT. MAXFUND FUNDFMT.
      FUNDING SALARY PRED1 RESID1 DOLLAR8. PROBZERO 5.3 STURES1 6.2;

DATA PRNTDAT2;
SET MEANDAT2;

/*
* Assign a marker of '-' if the mean funding per faculty member for an
* institution is below both the salary and predicted salary. Assign a
* marker of '+' if the mean funding per faculty member for an institution
* is above both the salary and predicted salary.
*/
IF (FUNDING < SALARY and FUNDING < PRED1) THEN X='-' ;
IF (FUNDING > SALARY and FUNDING > PRED1) THEN X='+' ;

```

```

/* Set up labels for output. */

LABEL FICE='FICE Code'
      FUNDING='Formula'
      SALARY='Salary Cost'
      PRED1='Predicted Salary Cost'
      RESID1='Residual'
      PROBZERO='Prob <> 0'
      STURES1='Studentized Residual'
      MAXFUND='Funding Discipline'
      MAXLEVEL='Maximum Level';

/* Print results for institutions by maximum instructional level. */

PROC SORT;
BY MAXLEVEL STURES1;

PROC PRINT DATA=PRNTDAT2;
BY MAXLEVEL;
VAR X FICE N FUNDING SALARY PRED1 RESID1 PROBZERO STURES1;
FORMAT FICE FICEFMT. MAXLEVEL LEVELFMT.
      FUNDING SALARY PRED1 RESID1 DOLLAR8. PROBZERO 5.3 STURES1 6.2;

DATA PRNTDAT3;
SET MEANDAT3;

/*
* Assign a marker of '-' if the mean funding per faculty member for an
* institution is below both the salary and predicted salary. Assign a
* marker of '+' if the mean funding per faculty member for an institution
* is above both the salary and predicted salary.
*/
IF (FUNDING < SALARY and FUNDING < PRED1) THEN X='-';
IF (FUNDING > SALARY and FUNDING > PRED1) THEN X='+';

/* Set up labels for output. */

LABEL FICE='FICE Code'
      FUNDING='Formula'
      SALARY='Salary Cost'
      PRED1='Predicted Salary Cost'
      RESID1='Residual'
      PROBZERO='Prob <> 0'
      STURES1='Studentized Residual'
      MAXFUND='Funding Discipline'
      MAXLEVEL='Maximum Level';

/*
* Print results for institutions by maximum instructional level and
* funding area.
*/
PROC SORT;
BY MAXLEVEL MAXFUND STURES1;

```

```

PROC PRINT;
BY MAXLEVEL MAXFUND;
VAR X FICE N FUNDING SALARY PRED1 RESID1 PROBZERO STURES1;
FORMAT FICE FICEFMT. MAXLEVEL LEVELFMT. MAXFUND FUNDFMT.
      FUNDING SALARY PRED1 RESID1 DOLLAR8. PROBZERO 5.3 STURES1 6.2;

DATA PRNTDAT4;
SET MEANDAT4;

/*
* Assign a marker of '-' if the mean funding per faculty member for an
* institution is below both the salary and predicted salary. Assign a
* marker of '+' if the mean funding per faculty member for an institution
* is above both the salary and predicted salary.
*/
IF (FUNDING < SALARY and FUNDING < PRED1) THEN X='-';
IF (FUNDING > SALARY and FUNDING > PRED1) THEN X='+';

/* Set up labels for output. */

LABEL FICE='FICE Code'
      FUNDING='Formula'
      SALARY='Salary Cost'
      PRED1='Predicted Salary Cost'
      RESID1='Residual'
      PROBZERO='Prob <> 0'
      STURES1='Studentized Residual'
      MAXFUND='Funding Discipline'
      MAXLEVEL='Maximum Level';

/* Print overall results for institutions. */

PROC SORT;
BY STURES1;

PROC PRINT;
VAR X FICE N FUNDING SALARY PRED1 RESID1 PROBZERO STURES1;
FORMAT FICE FICEFMT.
      FUNDING SALARY PRED1 RESID1 DOLLAR8. PROBZERO 5.3 STURES1 6.2;

```

ATTACHMENT B. SAS OUTPUT - REGRESSION MODEL

Current Formula Matrix

1

09:01 Wednesday, June 6, 2001

Model: MODEL1

Dependent Variable: SALARY

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Prob>F
Model	7	2.6990165E12	385573778727	6897.315	0.0001
Error	19215	1.0741572E12	55902012.162		
C Total	19222	3.7731736E12			
Root MSE		7476.76482	R-square	0.7153	
Dep Mean		19042.05780	Adj R-sq	0.7152	
C.V.		39.26448			

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	T for H0: Parameter=0	Prob > T
INTERCEP	1	8068.145374	94.59665482	85.290	0.0001
FUNDING	1	0.051046	0.00138066	36.972	0.0001
DOCT	1	4801.992784	120.42941916	39.874	0.0001
PROF	1	24772	152.49722705	162.445	0.0001
ASSOC	1	15419	165.29615409	93.279	0.0001
ASST	1	11946	175.61557334	68.025	0.0001
INST	1	7429.467336	494.16404255	15.034	0.0001
TA	1	-5969.243576	178.79067476	-33.387	0.0001

ATTACHMENT C. SAS OUTPUT - REGRESSION RESULTS BY FUNDING AREA

Current Formula Matrix

2

09:01 Wednesday, June 6, 2001

----- Funding Discipline=Liberal Arts -----

OBS X FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
1 - U.T. Browns	58	\$9,210	\$10,327	\$21,012	\$-10,685	0.000	-1.43
2 - Sul Ross Rio	22	\$8,886	\$10,266	\$14,891	\$-4,625	0.000	-0.62
3 + A&M Texarkan	22	\$16,870	\$12,526	\$16,771	\$-4,246	0.001	-0.57
4 U.H. Victor	25	\$13,143	\$11,199	\$15,370	\$-4,171	0.000	-0.56
5 - Lamar	128	\$10,732	\$15,287	\$18,795	\$-3,508	0.000	-0.47
6 + U.H. Clear	119	\$18,746	\$12,455	\$15,517	\$-3,062	0.000	-0.41
7 - U.H. Downtwn	228	\$7,667	\$10,166	\$13,019	\$-2,853	0.000	-0.38
8 - Texas Tech	508	\$14,893	\$16,349	\$19,178	\$-2,829	0.000	-0.38
9 - S. F. Austin	175	\$10,992	\$16,603	\$19,047	\$-2,445	0.000	-0.33
10 - W. Texas A&M	103	\$10,857	\$11,872	\$14,305	\$-2,433	0.000	-0.33
11 - Tarleton	93	\$12,175	\$15,883	\$18,309	\$-2,426	0.000	-0.32
12 - A&M Corpus	128	\$11,581	\$13,333	\$15,700	\$-2,367	0.000	-0.32
13 - A&M Kingsvil	107	\$10,681	\$14,242	\$16,340	\$-2,098	0.000	-0.28
14 - U.T. Tyler	63	\$12,932	\$16,337	\$18,321	\$-1,985	0.003	-0.27
15 - A&M Internat	70	\$10,850	\$15,777	\$17,708	\$-1,932	0.000	-0.26
16 - Texas Southr	99	\$11,693	\$14,617	\$16,520	\$-1,903	0.019	-0.25
17 - A&M Galvest	25	\$5,877	\$12,451	\$14,286	\$-1,835	0.052	-0.25
18 - Sul Ross	49	\$9,258	\$15,521	\$17,323	\$-1,802	0.087	-0.24
19 - U.T. Permian	51	\$12,659	\$15,252	\$16,993	\$-1,741	0.012	-0.23
20 - Texas A&M	698	\$17,947	\$20,310	\$21,850	\$-1,540	0.000	-0.21
21 - Angelo St	104	\$11,928	\$18,094	\$19,557	\$-1,463	0.008	-0.20
22 - U.T. Austin	1082	\$20,330	\$20,863	\$22,064	\$-1,201	0.000	-0.16
23 - Midwestern	103	\$10,746	\$15,797	\$16,714	\$-917	0.027	-0.12
24 - A&M Commerce	124	\$12,420	\$14,177	\$14,783	\$-606	0.196	-0.08
25 - U.T. San Ant	282	\$12,514	\$15,539	\$16,141	\$-602	0.011	-0.08
26 - U.T. El Paso	321	\$11,258	\$15,130	\$15,618	\$-488	0.067	-0.07
27 - Sam Houston	218	\$14,754	\$17,873	\$18,124	\$-251	0.424	-0.03
28 + Texas Womans	112	\$15,301	\$13,106	\$13,172	\$-66	0.891	-0.01
29 - U.T. Arling	315	\$14,155	\$16,493	\$16,388	\$105	0.734	0.01
30 - Southwest Tx	382	\$15,407	\$19,192	\$18,945	\$247	0.375	0.03
31 - U.T. Pan Am	221	\$12,053	\$16,543	\$16,159	\$384	0.325	0.05
32 + U.T. Dallas	171	\$18,753	\$16,046	\$15,059	\$987	0.169	0.13
33 Prairie View	88	\$16,675	\$16,961	\$15,881	\$1,080	0.210	0.14
34 + U. Houston	485	\$18,577	\$18,136	\$16,870	\$1,267	0.000	0.17
35 + U. North Tx	488	\$19,401	\$16,364	\$14,781	\$1,583	0.000	0.21

----- Funding Discipline=Science -----

OBS X FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
36 - U.T. Browns	13	\$6,917	\$11,499	\$19,014	\$-7,515	0.000	-1.01
37 - A&M Texarkan	3	\$3,092	\$3,542	\$8,226	\$-4,684	0.150	-0.63
38 - Lamar	31	\$18,959	\$21,458	\$24,474	\$-3,017	0.001	-0.40
39 - Tarleton	36	\$14,240	\$17,032	\$19,978	\$-2,946	0.000	-0.39
40 - Angelo St	38	\$13,865	\$21,363	\$23,908	\$-2,545	0.040	-0.34
41 + U.H. Clear	51	\$17,065	\$12,575	\$14,727	\$-2,152	0.008	-0.29
42 - U.H. Downtwn	39	\$8,718	\$17,687	\$19,821	\$-2,134	0.001	-0.29
43 - A&M Kingsvil	34	\$13,232	\$22,277	\$24,405	\$-2,128	0.007	-0.28
44 - Prairie View	32	\$11,623	\$20,131	\$22,046	\$-1,915	0.089	-0.26
45 - U.T. Tyler	21	\$11,385	\$18,241	\$20,082	\$-1,841	0.078	-0.25

46 - Texas Southr	40	\$14,676	\$16,705	\$18,284	\$-1,579	0.114	-0.21
47 - S. F. Austin	46	\$19,017	\$23,655	\$24,974	\$-1,320	0.047	-0.18

Current Formula Matrix

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----- Funding Discipline=Science -----

(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
48	-	U.T. Permian	15	\$10,568	\$19,696	\$20,628	\$-932	0.356	-0.12
49	-	A&M Corpus	46	\$13,554	\$15,817	\$16,524	\$-707	0.476	-0.09
50	-	Midwestern	28	\$14,412	\$18,904	\$19,527	\$-622	0.546	-0.08
51	-	Texas A&M	672	\$14,642	\$18,830	\$19,441	\$-611	0.018	-0.08
52	-	Texas Tech	194	\$15,505	\$19,578	\$20,167	\$-588	0.347	-0.08
53	+	W. Texas A&M	23	\$20,038	\$18,145	\$18,712	\$-567	0.702	-0.08
54	+	A&M Commerce	36	\$24,722	\$14,135	\$14,236	\$-101	0.918	-0.01
55	-	Texas Womans	62	\$9,054	\$12,801	\$12,865	\$-64	0.886	-0.01
56	-	U.T. El Paso	73	\$15,707	\$18,048	\$18,061	\$-13	0.984	-0.00
57	-	Sul Ross	18	\$10,616	\$19,478	\$19,228	\$250	0.896	0.03
58	+	U.T. San Ant	101	\$19,348	\$18,546	\$17,502	\$1,044	0.073	0.14
59	-	A&M Galvest	53	\$6,009	\$13,081	\$12,009	\$1,072	0.162	0.14
60		Southwest Tx	71	\$24,057	\$24,491	\$23,188	\$1,303	0.022	0.17
61	-	U.T. Pan Am	50	\$16,596	\$22,574	\$21,187	\$1,388	0.103	0.19
62		U.T. Arling	96	\$19,956	\$21,933	\$19,573	\$2,359	0.008	0.32
63	-	U.T. Austin	322	\$27,086	\$31,140	\$28,325	\$2,815	0.000	0.38
64	+	U. North Tx	133	\$29,986	\$26,739	\$23,637	\$3,102	0.000	0.41
65	-	Sam Houston	56	\$14,290	\$20,742	\$17,592	\$3,150	0.000	0.42
66	+	U.T. Dallas	99	\$38,644	\$25,416	\$21,773	\$3,643	0.001	0.49
67	+	U. Houston	191	\$24,220	\$23,631	\$18,946	\$4,685	0.000	0.63
68	-	A&M Internat	14	\$7,137	\$19,585	\$14,862	\$4,723	0.081	0.63
69	-	U.H. Victor	2	\$8,348	\$22,777	\$16,204	\$6,573	0.117	0.88

----- Funding Discipline=Fine Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
70	-	U.T. Browns	17	\$3,036	\$7,688	\$16,323	\$-8,635	0.000	-1.16
71	-	U.T. Permian	6	\$6,472	\$6,700	\$12,527	\$-5,827	0.000	-0.78
72	-	A&M Corpus	39	\$7,105	\$10,067	\$15,155	\$-5,089	0.000	-0.68
73	-	Lamar	35	\$10,158	\$14,096	\$18,770	\$-4,674	0.000	-0.63
74	-	Midwestern	22	\$8,750	\$16,680	\$21,285	\$-4,605	0.000	-0.62
75		Texas A&M	17	\$20,742	\$16,991	\$21,526	\$-4,534	0.001	-0.61
76	+	U.H. Clear	7	\$14,613	\$7,953	\$12,353	\$-4,400	0.001	-0.59
77	-	W. Texas A&M	40	\$10,734	\$15,138	\$19,389	\$-4,250	0.000	-0.57
78	-	Texas Tech	136	\$12,684	\$15,882	\$20,085	\$-4,202	0.000	-0.56
79	-	U.T. Austin	231	\$18,193	\$19,244	\$23,210	\$-3,966	0.000	-0.53
80	-	A&M Kingsvil	19	\$13,092	\$19,579	\$23,386	\$-3,808	0.003	-0.51
81	-	U.H. Downtwn	14	\$8,845	\$9,560	\$13,345	\$-3,785	0.002	-0.51
82	-	Sul Ross	9	\$13,159	\$16,837	\$20,228	\$-3,391	0.009	-0.45
83	-	Angelo St	18	\$10,414	\$17,758	\$20,876	\$-3,118	0.053	-0.42
84	-	Southwest Tx	103	\$11,499	\$13,820	\$16,779	\$-2,960	0.000	-0.40
85	-	U.T. San Ant	71	\$9,312	\$13,231	\$16,128	\$-2,896	0.000	-0.39
86	-	Texas Southr	19	\$5,548	\$14,528	\$17,268	\$-2,740	0.051	-0.37
87	-	Prairie View	16	\$12,214	\$16,631	\$19,354	\$-2,723	0.311	-0.36
88	-	U.T. Tyler	21	\$7,368	\$12,111	\$14,755	\$-2,644	0.055	-0.35
89	-	Texas Womans	53	\$10,793	\$12,445	\$14,764	\$-2,319	0.000	-0.31
90	-	S. F. Austin	66	\$12,669	\$16,713	\$18,910	\$-2,198	0.001	-0.29
91	-	U.T. Arling	78	\$9,083	\$13,968	\$15,856	\$-1,887	0.000	-0.25
92	-	Tarleton	15	\$9,223	\$15,074	\$16,762	\$-1,688	0.073	-0.23
93	-	Sam Houston	79	\$11,021	\$16,230	\$17,838	\$-1,607	0.001	-0.22

Current Formula Matrix

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----- Funding Discipline=Fine Arts -----

(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
94	-	U.T. El Paso	70	\$9,313	\$14,944	\$16,494	\$-1,550	0.017	-0.21
95	-	A&M Commerce	46	\$10,288	\$14,971	\$16,379	\$-1,408	0.163	-0.19
96	-	U.T. Pan Am	36	\$12,235	\$17,316	\$18,548	\$-1,232	0.171	-0.16
97	+	U. North Tx	281	\$16,272	\$14,500	\$15,368	\$-868	0.000	-0.12
98	+	U. Houston	148	\$15,216	\$14,130	\$14,761	\$-631	0.219	-0.08
99	-	A&M Internat	5	\$6,914	\$17,367	\$17,978	\$-611	0.504	-0.08
100	+	U.T. Dallas	27	\$14,106	\$12,620	\$12,683	\$-63	0.949	-0.01

----- Funding Discipline=Teacher Ed -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
101		A&M Texarkan	9	\$4,953	\$2,116	\$8,321	\$-6,205	0.000	-0.83
102		U.T. Dallas	4	\$3,951	\$3,125	\$8,270	\$-5,145	0.003	-0.69
103	-	U.H. Downtwn	1	\$4,810	\$28,400	\$33,086	\$-4,686	.	-0.63
104	-	U.H. Victor	13	\$12,341	\$12,615	\$17,172	\$-4,557	0.000	-0.61
105		A&M Kingsvil	27	\$14,286	\$12,192	\$16,554	\$-4,362	0.000	-0.58
106	+	Texas Womans	76	\$20,511	\$9,402	\$13,545	\$-4,143	0.000	-0.55
107		Sul Ross Rio	11	\$9,018	\$8,998	\$13,033	\$-4,034	0.003	-0.54
108		Angelo St	4	\$18,199	\$18,104	\$22,031	\$-3,928	0.031	-0.53
109	+	U.T. Permian	12	\$14,099	\$9,448	\$13,349	\$-3,901	0.011	-0.52
110	-	A&M Corpus	50	\$11,300	\$11,837	\$15,675	\$-3,838	0.000	-0.51
111	+	A&M Commerce	85	\$22,647	\$10,666	\$13,921	\$-3,255	0.000	-0.44
112		U.H. Clear	47	\$10,942	\$10,549	\$13,771	\$-3,222	0.000	-0.43
113		Texas Tech	68	\$21,742	\$18,880	\$22,072	\$-3,191	0.000	-0.43
114	-	Tarleton	36	\$11,556	\$13,657	\$16,775	\$-3,117	0.001	-0.42
115	-	U.T. Browns	38	\$10,091	\$13,895	\$16,569	\$-2,674	0.033	-0.36
116	-	U.T. Tyler	24	\$10,292	\$15,559	\$17,854	\$-2,296	0.049	-0.31
117	-	S. F. Austin	40	\$13,766	\$16,445	\$18,678	\$-2,233	0.008	-0.30
118	+	U. Houston	78	\$36,678	\$15,146	\$17,240	\$-2,095	0.013	-0.28
119	+	U.T. Austin	153	\$24,374	\$21,723	\$23,717	\$-1,994	0.003	-0.27
120	-	U.T. San Ant	79	\$11,047	\$13,246	\$15,238	\$-1,992	0.004	-0.27
121		U.T. El Paso	36	\$16,910	\$15,168	\$17,096	\$-1,929	0.012	-0.26
122	-	Sam Houston	32	\$11,355	\$17,422	\$19,300	\$-1,878	0.034	-0.25
123	+	Prairie View	23	\$19,520	\$13,558	\$15,346	\$-1,788	0.153	-0.24
124	-	U.T. Pan Am	57	\$12,476	\$13,637	\$15,333	\$-1,695	0.069	-0.23
125	-	Texas Southr	30	\$16,828	\$18,897	\$20,583	\$-1,686	0.206	-0.23
126	-	Midwestern	12	\$9,598	\$16,740	\$18,316	\$-1,576	0.501	-0.21
127	+	Texas A&M	70	\$26,493	\$24,329	\$25,705	\$-1,376	0.063	-0.18
128	-	U.T. Arling	26	\$9,006	\$9,636	\$10,993	\$-1,356	0.393	-0.18
129	-	Lamar	19	\$9,171	\$18,116	\$18,884	\$-768	0.624	-0.10
130	+	U. North Tx	66	\$25,235	\$16,827	\$17,284	\$-458	0.472	-0.06
131	-	A&M Internat	13	\$11,576	\$17,471	\$17,264	\$206	0.878	0.03
132	-	Southwest Tx	58	\$13,581	\$17,378	\$16,892	\$486	0.613	0.06
133	-	Sul Ross	13	\$15,643	\$17,849	\$16,807	\$1,041	0.664	0.14
134	-	W. Texas A&M	13	\$12,296	\$16,346	\$14,477	\$1,869	0.369	0.25

Current Formula Matrix

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----- Funding Discipline=Agriculture -----

OBS	X FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
135	A&M Corpus	1	\$7,913	\$4,528	\$8,472	\$-3,944	.	-0.53
136	- Tarleton	21	\$15,509	\$20,849	\$24,328	\$-3,479	0.007	-0.47
137	- A&M Commerce	6	\$9,912	\$19,529	\$22,951	\$-3,422	0.037	-0.46
138	- Sul Ross	7	\$16,975	\$19,968	\$23,335	\$-3,367	0.185	-0.45
139	- A&M Kingsvil	19	\$12,386	\$18,848	\$21,965	\$-3,118	0.001	-0.42
140	- Texas Tech	49	\$19,057	\$25,247	\$27,651	\$-2,404	0.006	-0.32
141	- S. F. Austin	24	\$14,882	\$21,159	\$23,077	\$-1,917	0.028	-0.26
142	- W. Texas A&M	9	\$14,685	\$18,383	\$20,018	\$-1,635	0.338	-0.22
143	- Texas A&M	186	\$19,683	\$25,811	\$27,015	\$-1,204	0.069	-0.16
144	- Southwest Tx	6	\$14,172	\$24,131	\$24,180	\$-49	0.982	-0.01
145	- Prairie View	10	\$8,771	\$21,486	\$20,814	\$672	0.848	0.09
146	+ Sam Houston	9	\$22,218	\$21,130	\$19,461	\$1,669	0.338	0.22
147	+ Angelo St	3	\$32,868	\$29,967	\$25,619	\$4,348	0.036	0.58
148	- A&M Galvest	1	\$3,345	\$22,500	\$8,239	\$14,261	.	1.91

----- Funding Discipline=Engineering -----

OBS	X FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
149	U.H. Downtwn	1	\$4,962	\$1,700	\$8,321	\$-6,621	.	-0.89
150	+ U.H. Clear	9	\$29,941	\$15,469	\$16,815	\$-1,346	0.620	-0.18
151	+ Southwest Tx	5	\$15,859	\$10,403	\$10,365	\$38	0.982	0.01
152	- A&M Kingsvil	26	\$21,049	\$27,673	\$26,757	\$916	0.391	0.12
153	- U.T. El Paso	44	\$20,661	\$25,778	\$24,020	\$1,759	0.011	0.24
154	+ U.T. Arling	140	\$36,789	\$26,198	\$23,858	\$2,340	0.001	0.31
155	Lamar	14	\$22,083	\$23,314	\$20,788	\$2,526	0.351	0.34
156	Texas Tech	129	\$27,578	\$30,032	\$27,373	\$2,659	0.000	0.36
157	- Prairie View	33	\$13,324	\$24,031	\$21,184	\$2,847	0.048	0.38
158	+ U.T. Dallas	39	\$61,737	\$23,984	\$21,060	\$2,924	0.067	0.39
159	- U.T. San Ant	55	\$14,660	\$20,983	\$17,554	\$3,428	0.000	0.46
160	+ Texas A&M	387	\$31,216	\$30,376	\$26,796	\$3,580	0.000	0.48
161	- U.T. Tyler	9	\$5,547	\$26,275	\$22,109	\$4,166	0.000	0.56
162	+ U. Houston	144	\$28,377	\$27,015	\$22,487	\$4,528	0.000	0.61
163	- U.T. Pan Am	13	\$16,984	\$26,347	\$21,818	\$4,529	0.001	0.61
164	+ U.T. Austin	309	\$44,684	\$35,498	\$30,637	\$4,861	0.000	0.65
165	- A&M Galvest	6	\$12,744	\$24,705	\$17,408	\$7,297	0.060	0.98
166	U. North Tx	2	\$12,164	\$20,236	\$5,704	\$14,531	0.438	1.94

----- Funding Discipline=Home Economics -----

OBS	X FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
167	A&M Texarkan	2	\$4,917	\$1,500	\$8,319	\$-6,819	0.011	-0.91
168	U.T. Tyler	1	\$5,388	\$2,000	\$8,343	\$-6,343	.	-0.85
169	+ U.H. Clear	2	\$9,250	\$3,562	\$8,540	\$-4,979	0.073	-0.67
170	- Tarleton	5	\$6,921	\$17,548	\$21,933	\$-4,385	0.021	-0.59
171	- S. F. Austin	12	\$14,498	\$16,538	\$20,351	\$-3,813	0.005	-0.51
172	Lamar	3	\$14,949	\$13,320	\$16,795	\$-3,475	0.122	-0.46
173	Texas Tech	64	\$18,074	\$16,178	\$19,137	\$-2,959	0.000	-0.40
174	+ Texas A&M	5	\$17,063	\$7,930	\$10,160	\$-2,230	0.025	-0.30
175	- Southwest Tx	14	\$14,037	\$17,270	\$19,352	\$-2,082	0.048	-0.28

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----- Funding Discipline=Home Economics -----
(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
176	+	Texas Womans	22	\$39,671	\$20,725	\$21,833	\$-1,108	0.241	-0.15
177	+	U. Houston	4	\$11,339	\$8,576	\$8,647	\$-71	0.986	-0.01
178	+	U. North Tx	21	\$22,709	\$17,339	\$17,368	\$-29	0.979	-0.00
179	-	U.T. Austin	32	\$13,942	\$23,893	\$22,638	\$1,255	0.250	0.17
180	-	A&M Kingsvil	3	\$7,396	\$23,284	\$21,843	\$1,441	0.648	0.19
181	-	Prairie View	7	\$6,569	\$12,050	\$10,606	\$1,444	0.523	0.19
182	-	Sam Houston	2	\$13,538	\$17,055	\$14,732	\$2,323	0.638	0.31
183	-	Texas Southr	9	\$8,819	\$21,883	\$18,412	\$3,471	0.138	0.46

----- Funding Discipline=Law -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
184		U. Houston	93	\$20,635	\$23,315	\$18,375	\$4,940	0.000	0.66
185		Texas Tech	30	\$36,077	\$37,289	\$29,350	\$7,940	0.000	1.06
186	+	Texas Southr	40	\$37,768	\$30,174	\$21,880	\$8,294	0.000	1.11
187		U.T. Austin	102	\$27,557	\$37,719	\$24,577	\$13,142	0.000	1.76

----- Funding Discipline=Social Services -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
188		A&M Corpus	1	\$8,697	\$8,250	\$15,942	\$-7,692	.	-1.03
189	-	Texas Southr	6	\$8,784	\$12,601	\$18,618	\$-6,018	0.056	-0.80
190	-	Texas Tech	2	\$21,376	\$23,610	\$29,380	\$-5,770	0.036	-0.77
191	+	W. Texas A&M	1	\$16,834	\$3,200	\$8,927	\$-5,727	.	-0.77
192	+	U.T. Austin	55	\$60,331	\$17,302	\$22,896	\$-5,595	0.000	-0.75
193	-	A&M Kingsvil	2	\$5,711	\$10,131	\$14,333	\$-4,202	0.271	-0.56
194		Lamar	4	\$14,897	\$11,739	\$15,670	\$-3,931	0.003	-0.53
195		Midwestern	4	\$18,571	\$17,258	\$21,182	\$-3,924	0.219	-0.52
196	+	Prairie View	2	\$9,533	\$5,000	\$8,555	\$-3,555	0.039	-0.48
197	+	U.T. Permian	1	\$11,784	\$5,200	\$8,670	\$-3,470	.	-0.46
198	+	U.T. Arling	57	\$47,257	\$16,146	\$18,489	\$-2,343	0.002	-0.31
199	-	U.T. El Paso	8	\$10,441	\$17,663	\$19,164	\$-1,502	0.162	-0.20
200	-	Texas Womans	3	\$19,056	\$19,626	\$20,987	\$-1,361	0.169	-0.18
201	-	S. F. Austin	13	\$8,721	\$16,177	\$17,521	\$-1,344	0.483	-0.18
202	-	Tarleton	5	\$14,298	\$16,178	\$17,243	\$-1,065	0.537	-0.14
203	-	U.T. Pan Am	8	\$11,208	\$14,365	\$15,047	\$-682	0.742	-0.09
204	+	U. Houston	21	\$16,094	\$15,324	\$14,878	\$446	0.758	0.06
205	-	Southwest Tx	20	\$11,296	\$17,081	\$15,650	\$1,430	0.393	0.19
206	-	A&M Commerce	6	\$13,890	\$17,937	\$13,917	\$4,021	0.221	0.54
207		U. North Tx	3	\$14,558	\$20,149	\$13,951	\$6,199	0.068	0.83

----- Funding Discipline=Library Science -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
208	-	Lamar	1	\$618	\$13,775	\$20,046	\$-6,271	.	-0.84
209	+	U.T. Austin	28	\$46,673	\$18,485	\$23,856	\$-5,370	0.000	-0.72

Current Formula Matrix

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----- Funding Discipline=Library Science -----
(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
210	+	Texas Womans	15	\$44,018	\$13,370	\$17,832	\$-4,462	0.000	-0.60
211	-	Sam Houston	9	\$10,235	\$14,970	\$18,849	\$-3,879	0.001	-0.52
212	-	Texas Tech	5	\$5,377	\$20,696	\$18,099	\$2,597	0.030	0.35
213		U. North Tx	8	\$18,357	\$20,508	\$17,016	\$3,492	0.239	0.47

----- Funding Discipline=Vocation Traing -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
214	-	Tarleton	1	\$18,013	\$19,500	\$20,934	\$-1,434	.	-0.19
215		Midwestern	1	\$10,295	\$15,450	\$8,594	\$6,856	.	0.92

----- Funding Discipline=Physical Traing -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
216	-	U.T. El Paso	17	\$1,834	\$2,602	\$7,108	\$-4,506	0.000	-0.60
217	-	U.T. Arling	19	\$3,722	\$4,482	\$8,258	\$-3,776	0.001	-0.51
218	-	Texas A&M	54	\$6,662	\$7,124	\$10,115	\$-2,991	0.000	-0.40
219	-	U.T. Dallas	5	\$1,290	\$5,199	\$8,134	\$-2,935	0.310	-0.39
220	-	Sul Ross	2	\$1,820	\$13,000	\$14,134	\$-1,134	0.474	-0.15
221	-	U. North Tx	12	\$2,450	\$2,678	\$3,716	\$-1,038	0.298	-0.14
222	-	S. F. Austin	22	\$6,189	\$13,561	\$14,312	\$-751	0.600	-0.10
223	-	Tarleton	13	\$3,308	\$8,139	\$8,575	\$-435	0.691	-0.06
224	-	A&M Commerce	8	\$3,101	\$5,847	\$6,171	\$-324	0.863	-0.04
225	-	Midwestern	10	\$5,823	\$14,954	\$15,052	\$-98	0.970	-0.01
226	-	U.T. Pan Am	8	\$6,616	\$7,596	\$7,349	\$248	0.923	0.03
227	-	Angelo St	5	\$5,516	\$10,670	\$10,128	\$543	0.722	0.07
228	-	U. Houston	20	\$3,503	\$4,868	\$3,545	\$1,324	0.028	0.18
229	-	A&M Galvest	8	\$2,088	\$9,982	\$8,175	\$1,807	0.583	0.24
230	-	Lamar	9	\$4,007	\$10,949	\$9,099	\$1,850	0.447	0.25
231	-	Sam Houston	15	\$2,525	\$7,084	\$5,013	\$2,071	0.024	0.28
232	-	W. Texas A&M	12	\$2,443	\$9,816	\$7,198	\$2,618	0.345	0.35
233	-	A&M Kingsvil	15	\$1,558	\$8,732	\$5,760	\$2,972	0.001	0.40
234	-	U.T. San Ant	12	\$2,019	\$11,449	\$8,171	\$3,278	0.044	0.44
235	-	Southwest Tx	29	\$2,736	\$9,832	\$6,355	\$3,477	0.004	0.47
236	-	Prairie View	6	\$3,784	\$14,529	\$9,257	\$5,271	0.102	0.71
237	-	Texas Womans	1	\$1,034	\$18,525	\$8,121	\$10,404	.	1.39
238	-	Texas Southr	5	\$2,853	\$19,073	\$8,214	\$10,859	0.049	1.45

----- Funding Discipline=Health Services -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
239		Texas Tech	2	\$7,475	\$3,000	\$13,252	\$-10,252	0.012	-1.37
240	+	U.T. San Ant	2	\$17,895	\$2,880	\$8,982	\$-6,102	0.041	-0.82
241	-	Texas A&M	9	\$18,135	\$21,775	\$26,519	\$-4,744	0.006	-0.63
242	+	U.H. Clear	8	\$13,501	\$6,451	\$10,685	\$-4,233	0.036	-0.57
243	-	Texas Southr	16	\$4,795	\$10,136	\$13,649	\$-3,514	0.041	-0.47

Current Formula Matrix

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----- Funding Discipline=Health Services -----
(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
244	-	A&M Commerce	5	\$4,885	\$6,590	\$8,318	\$-1,727	0.695	-0.23
245	-	Sul Ross	2	\$6,648	\$11,402	\$12,122	\$-721	0.941	-0.10
246	+	Sam Houston	9	\$20,355	\$15,955	\$16,228	\$-273	0.898	-0.04
247	-	A&M Kingsvil	6	\$15,808	\$19,560	\$19,556	\$4	0.999	0.00
248	-	Tarleton	18	\$8,383	\$17,843	\$17,462	\$380	0.673	0.05
249	-	Midwestern	23	\$18,264	\$22,266	\$21,747	\$519	0.663	0.07
250	Lamar		24	\$17,124	\$17,152	\$16,413	\$739	0.586	0.10
251	-	A&M Corpus	24	\$16,300	\$17,402	\$16,420	\$982	0.493	0.13
252	+	Texas Womans	234	\$19,092	\$16,676	\$15,598	\$1,078	0.012	0.14
253	+	U.T. Dallas	11	\$40,459	\$15,755	\$14,637	\$1,117	0.678	0.15
254	-	A&M Internat	6	\$10,388	\$23,045	\$21,702	\$1,343	0.472	0.18
255	Southwest Tx		61	\$16,740	\$17,977	\$16,588	\$1,389	0.110	0.19
256	+	U. North Tx	32	\$20,885	\$15,091	\$13,462	\$1,629	0.127	0.22
257	-	U.T. Pan Am	39	\$17,653	\$21,931	\$19,994	\$1,937	0.022	0.26
258	+	S. F. Austin	20	\$17,556	\$17,388	\$15,416	\$1,973	0.071	0.26
259	+	U.T. Austin	62	\$25,307	\$22,008	\$19,554	\$2,454	0.001	0.33
260	+	U.T. Tyler	29	\$35,525	\$18,010	\$14,975	\$3,035	0.015	0.41
261	+	U. Houston	23	\$17,189	\$17,188	\$13,803	\$3,386	0.205	0.45
262	U.T. El Paso		55	\$18,320	\$20,399	\$16,693	\$3,706	0.000	0.50
263	+	U.T. Arling	50	\$21,416	\$18,967	\$14,545	\$4,423	0.000	0.59
264	-	Angelo St	17	\$7,462	\$22,186	\$16,996	\$5,190	0.001	0.69
265	-	U.T. Browns	3	\$10,481	\$22,978	\$17,725	\$5,254	0.455	0.70
266	-	Prairie View	35	\$12,398	\$18,700	\$12,933	\$5,767	0.000	0.77
267	W. Texas A&M		28	\$13,581	\$19,197	\$11,143	\$8,055	0.000	1.08

----- Funding Discipline=Pharmacy -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
268	+	Texas Southr	21	\$31,491	\$23,504	\$23,952	\$-448	0.780	-0.06
269	-	U.T. Austin	59	\$18,288	\$21,644	\$21,160	\$485	0.682	0.06
270	U. Houston		26	\$27,049	\$28,095	\$17,504	\$10,591	0.000	1.42

----- Funding Discipline=Business Admin -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
271	-	Sul Ross	6	\$9,489	\$20,299	\$27,637	\$-7,338	0.118	-0.98
272	Tarleton		44	\$15,660	\$15,482	\$17,845	\$-2,364	0.000	-0.32
273	-	Angelo St	25	\$16,559	\$21,313	\$23,372	\$-2,059	0.115	-0.28
274	W. Texas A&M		31	\$17,982	\$17,230	\$19,105	\$-1,876	0.143	-0.25
275	-	Sul Ross Rio	7	\$7,032	\$13,467	\$15,035	\$-1,568	0.553	-0.21
276	+	U.H. Victor	20	\$15,278	\$12,971	\$14,365	\$-1,394	0.382	-0.19
277	-	U.H. Downtwn	82	\$9,399	\$12,889	\$13,793	\$-904	0.164	-0.12
278	-	A&M Commerce	28	\$16,738	\$16,918	\$17,500	\$-582	0.645	-0.08
279	-	Midwestern	31	\$16,459	\$21,495	\$21,736	\$-241	0.807	-0.03
280	-	Texas Womans	20	\$7,417	\$12,719	\$12,934	\$-215	0.893	-0.03
281	-	U.T. Browns	23	\$11,222	\$17,397	\$17,271	\$126	0.937	0.02
282	-	A&M Texarkan	11	\$17,885	\$18,531	\$18,225	\$306	0.904	0.04
283	-	Lamar	28	\$16,541	\$25,189	\$24,508	\$680	0.654	0.09

Current Formula Matrix

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----- Funding Discipline=Business Admin -----
(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
284	-	U.T. Tyler	25	\$11,857	\$18,722	\$17,764	\$958	0.475	0.13
285	-	Texas Southr	27	\$13,444	\$21,930	\$19,865	\$2,064	0.191	0.28
286	-	A&M Kingsvil	16	\$15,866	\$27,662	\$25,226	\$2,437	0.042	0.33
287	-	S. F. Austin	46	\$16,162	\$25,504	\$22,931	\$2,574	0.001	0.34
288	-	Prairie View	15	\$14,186	\$19,736	\$16,886	\$2,850	0.078	0.38
289		A&M Galvest	5	\$10,977	\$11,949	\$8,628	\$3,320	0.664	0.44
290	+	Texas A&M	157	\$74,765	\$29,706	\$26,334	\$3,372	0.000	0.45
291	-	A&M Internat	24	\$16,429	\$25,164	\$21,588	\$3,576	0.007	0.48
292	-	U.T. Pan Am	43	\$17,707	\$22,611	\$19,027	\$3,584	0.000	0.48
293	+	U.H. Clear	63	\$24,273	\$23,467	\$19,786	\$3,681	0.000	0.49
294	+	U.T. Arling	129	\$63,549	\$22,964	\$18,873	\$4,091	0.000	0.55
295	-	U.T. Permian	17	\$11,214	\$22,448	\$18,288	\$4,160	0.014	0.56
296	-	A&M Corpus	28	\$16,018	\$27,787	\$23,418	\$4,369	0.008	0.58
297	+	U. Houston	161	\$96,325	\$24,472	\$20,085	\$4,388	0.000	0.59
298		Southwest Tx	62	\$23,075	\$25,502	\$20,525	\$4,977	0.000	0.67
299		Sam Houston	60	\$18,985	\$23,778	\$18,794	\$4,983	0.000	0.67
300	+	Texas Tech	89	\$51,848	\$29,571	\$24,544	\$5,027	0.000	0.67
301	+	U.T. Dallas	77	\$170,654	\$31,256	\$26,178	\$5,078	0.008	0.68
302		U.T. San Ant	98	\$18,197	\$22,123	\$16,790	\$5,333	0.000	0.71
303		U.T. El Paso	45	\$19,078	\$24,325	\$18,919	\$5,406	0.000	0.72
304	+	U. North Tx	111	\$51,967	\$28,612	\$23,020	\$5,592	0.000	0.75
305	+	U.T. Austin	173	\$144,544	\$36,274	\$29,508	\$6,765	0.000	0.90

----- Funding Discipline=Optometry -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
306	-	U. Houston	30	\$17,752	\$25,365	\$21,493	\$3,872	0.003	0.52

----- Funding Discipline=Teach Ed Pract -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
307		Texas A&M	34	\$9,480	\$7,946	\$14,610	\$-6,664	0.000	-0.89
308		U.H. Victor	7	\$2,672	\$1,690	\$8,205	\$-6,515	0.000	-0.87
309		Midwestern	10	\$2,151	\$1,745	\$8,178	\$-6,433	0.000	-0.86
310		Angelo St	11	\$5,186	\$4,275	\$10,585	\$-6,310	0.010	-0.84
311		U.T. Dallas	4	\$2,455	\$2,100	\$8,193	\$-6,093	0.000	-0.82
312		Tarleton	2	\$4,442	\$2,500	\$8,295	\$-5,795	0.048	-0.78
313		Sam Houston	23	\$6,109	\$4,734	\$10,089	\$-5,355	0.000	-0.72
314		U.T. Tyler	13	\$3,471	\$2,960	\$8,245	\$-5,285	0.001	-0.71
315	+	U.T. El Paso	8	\$11,632	\$5,625	\$10,589	\$-4,964	0.000	-0.66
316	+	Texas Tech	7	\$23,614	\$12,866	\$17,616	\$-4,750	0.005	-0.64
317		U.H. Clear	16	\$7,306	\$5,290	\$9,989	\$-4,699	0.000	-0.63
318		U. Houston	25	\$4,358	\$3,602	\$8,052	\$-4,449	0.000	-0.60
319		U.T. Arling	9	\$7,456	\$4,328	\$8,449	\$-4,121	0.025	-0.55
320		U. North Tx	36	\$5,267	\$5,239	\$9,288	\$-4,049	0.000	-0.54
321		U.T. Austin	6	\$11,223	\$9,432	\$13,443	\$-4,011	0.102	-0.54
322		S. F. Austin	15	\$7,544	\$5,581	\$9,444	\$-3,863	0.013	-0.52
323	-	A&M Corpus	16	\$5,421	\$7,762	\$11,548	\$-3,786	0.000	-0.51

Current Formula Matrix

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----- Funding Discipline=Teach Ed Pract -----
(continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
324		Texas Southr	9	\$11,716	\$8,873	\$12,648	\$-3,775	0.030	-0.50
325		U.T. San Ant	18	\$5,507	\$4,993	\$8,349	\$-3,357	0.000	-0.45
326	+	U.T. Pan Am	12	\$12,489	\$8,462	\$11,766	\$-3,303	0.053	-0.44
327		A&M Commerce	23	\$5,845	\$5,550	\$8,626	\$-3,077	0.000	-0.41
328	-	Southwest Tx	14	\$6,079	\$6,343	\$8,909	\$-2,566	0.048	-0.34
329	-	Texas Womans	9	\$4,442	\$6,180	\$8,295	\$-2,115	0.484	-0.28
330	-	Lamar	4	\$5,728	\$18,897	\$20,747	\$-1,849	0.781	-0.25
331	-	Prairie View	2	\$5,611	\$6,712	\$8,355	\$-1,643	0.513	-0.22
332	-	A&M Texarkan	3	\$5,767	\$7,183	\$8,363	\$-1,179	0.853	-0.16
333	+	W. Texas A&M	12	\$8,222	\$6,841	\$7,990	\$-1,149	0.569	-0.15
334	-	A&M Kingsvil	12	\$7,618	\$10,596	\$11,444	\$-848	0.473	-0.11
335	-	A&M Internat	6	\$13,833	\$20,409	\$19,620	\$790	0.168	0.11
336	-	U.H. Downtwn	5	\$7,949	\$15,096	\$13,835	\$1,261	0.548	0.17
337	-	Sul Ross	3	\$2,806	\$11,458	\$8,211	\$3,247	0.761	0.43
338	-	U.T. Browns	1	\$5,144	\$12,598	\$8,331	\$4,267	.	0.57

----- Funding Discipline=Technology -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
339		U.T. Browns	2	\$4,580	\$4,108	\$16,011	\$-11,903	0.256	-1.59
340	-	W. Texas A&M	5	\$4,372	\$7,216	\$13,246	\$-6,030	0.003	-0.81
341		U.T. Tyler	4	\$9,525	\$6,852	\$12,409	\$-5,557	0.017	-0.74
342	-	U.H. Downtwn	9	\$10,003	\$11,918	\$15,046	\$-3,128	0.045	-0.42
343		U.H. Clear	3	\$12,433	\$11,763	\$13,842	\$-2,079	0.693	-0.28
344	+	U.T. El Paso	1	\$11,677	\$6,598	\$8,664	\$-2,066	.	-0.28
345	-	A&M Kingsvil	3	\$9,143	\$17,411	\$18,814	\$-1,403	0.312	-0.19
346		U. Houston	28	\$14,279	\$14,129	\$15,330	\$-1,201	0.333	-0.16
347	-	Texas Tech	15	\$11,721	\$20,039	\$21,223	\$-1,184	0.393	-0.16
348	-	Sul Ross	1	\$7,247	\$22,954	\$23,857	\$-903	.	-0.12
349	-	Texas A&M	48	\$12,439	\$15,797	\$16,624	\$-827	0.322	-0.11
350	+	Tarleton	3	\$24,530	\$16,069	\$16,750	\$-681	0.164	-0.09
351	-	Sam Houston	6	\$15,955	\$19,209	\$19,710	\$-501	0.816	-0.07
352	-	Texas Southr	8	\$12,634	\$21,456	\$21,747	\$-292	0.915	-0.04
353	-	Prairie View	5	\$16,535	\$19,578	\$19,858	\$-281	0.920	-0.04
354	-	S. F. Austin	1	\$14,498	\$20,876	\$20,754	\$122	.	0.02
355	-	Southwest Tx	11	\$15,810	\$19,221	\$18,670	\$551	0.722	0.07
356	-	A&M Commerce	10	\$13,548	\$20,979	\$17,386	\$3,593	0.168	0.48
357	-	A&M Corpus	1	\$2,474	\$27,530	\$23,613	\$3,917	.	0.52
358	-	U. North Tx	9	\$10,119	\$26,569	\$18,746	\$7,823	0.012	1.05

ATTACHMENT D. SAS OUTPUT - REGRESSION RESULTS BY INSTRUCTIONAL LEVEL

Current Formula Matrix

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----- Maximum Level=Taught at lower level -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
1	-	U.T. Browns	7	\$356	\$4,798	\$14,889	\$-10,091	0.016	-1.35
2	-	U.H. Downtwn	166	\$5,396	\$7,631	\$10,892	\$-3,261	0.000	-0.44
3	-	U.T. Permian	13	\$2,080	\$4,131	\$6,797	\$-2,666	0.043	-0.36
4	-	A&M Corpus	76	\$2,981	\$6,489	\$8,370	\$-1,881	0.001	-0.25
5	-	Lamar	101	\$7,213	\$12,045	\$13,754	\$-1,709	0.002	-0.23
6	-	Texas Tech	402	\$5,524	\$9,110	\$10,710	\$-1,601	0.000	-0.21
7	-	A&M Commerce	80	\$3,784	\$6,548	\$8,144	\$-1,596	0.003	-0.21
8	-	A&M Galvest	44	\$2,601	\$9,713	\$11,174	\$-1,461	0.090	-0.20
9	-	Tarleton	68	\$7,206	\$11,911	\$13,164	\$-1,253	0.024	-0.17
10	-	Midwestern	79	\$5,692	\$9,798	\$10,982	\$-1,184	0.034	-0.16
11	-	Texas A&M	747	\$5,169	\$8,954	\$10,070	\$-1,116	0.000	-0.15
12	-	W. Texas A&M	89	\$5,267	\$7,161	\$8,099	\$-938	0.131	-0.13
13	-	U.T. Tyler	4	\$919	\$14,125	\$14,956	\$-832	0.711	-0.11
14	-	A&M Internat	31	\$4,892	\$11,805	\$12,583	\$-779	0.481	-0.10
15	-	U.T. El Paso	200	\$5,788	\$8,765	\$9,434	\$-669	0.062	-0.09
16	-	Sul Ross	32	\$3,989	\$11,316	\$11,964	\$-649	0.632	-0.09
17	-	U.T. Austin	590	\$5,499	\$9,720	\$10,341	\$-621	0.002	-0.08
18	-	S. F. Austin	146	\$7,369	\$12,455	\$13,044	\$-589	0.081	-0.08
19	-	U.T. San Ant	196	\$9,110	\$9,985	\$10,440	\$-454	0.140	-0.06
20	-	Texas Southr	76	\$7,358	\$11,552	\$11,987	\$-435	0.590	-0.06
21	-	Angelo St	87	\$7,214	\$13,931	\$14,211	\$-280	0.721	-0.04
22	-	Texas Womans	85	\$3,371	\$5,913	\$5,694	\$219	0.559	0.03
23	-	U.T. Arling	189	\$7,005	\$8,875	\$8,535	\$340	0.465	0.05
24	-	A&M Kingsvil	93	\$5,320	\$10,608	\$10,097	\$512	0.266	0.07
25	-	Sam Houston	148	\$6,674	\$10,079	\$9,337	\$742	0.054	0.10
26	-	U.T. Pan Am	166	\$8,196	\$11,442	\$10,698	\$745	0.121	0.10
27	-	U. Houston	273	\$7,157	\$8,182	\$7,235	\$947	0.009	0.13
28	-	U.T. Dallas	64	\$5,141	\$9,080	\$8,080	\$1,000	0.262	0.13
29	-	Prairie View	78	\$8,944	\$14,240	\$13,016	\$1,224	0.128	0.16
30	-	Southwest Tx	219	\$7,946	\$11,664	\$10,137	\$1,527	0.000	0.20
31	U.	North Tx	283	\$7,029	\$7,996	\$5,855	\$2,141	0.000	0.29

----- Maximum Level=Taught at upper level -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
32	-	U.T. Browns	104	\$6,631	\$10,471	\$17,480	\$-7,009	0.000	-0.94
33		Sul Ross Rio	31	\$7,184	\$7,013	\$11,770	\$-4,757	0.000	-0.64
34		A&M Texarkan	32	\$6,839	\$6,098	\$10,712	\$-4,614	0.000	-0.62
35	-	U.H. Victor	37	\$6,147	\$6,724	\$11,041	\$-4,317	0.000	-0.58
36		U.H. Clear	148	\$9,171	\$7,181	\$10,986	\$-3,805	0.000	-0.51
37	-	Lamar	104	\$12,847	\$18,166	\$21,201	\$-3,035	0.000	-0.41
38	-	Angelo St	99	\$12,607	\$19,570	\$22,496	\$-2,926	0.000	-0.39
39	-	Tarleton	161	\$11,676	\$14,899	\$17,440	\$-2,541	0.000	-0.34
40	-	A&M Corpus	136	\$10,051	\$13,235	\$15,657	\$-2,422	0.000	-0.32
41	-	Midwestern	106	\$12,363	\$17,694	\$19,621	\$-1,928	0.000	-0.26
42	-	Texas Tech	303	\$14,490	\$15,062	\$16,915	\$-1,852	0.000	-0.25
43	-	S. F. Austin	182	\$12,480	\$17,537	\$19,386	\$-1,849	0.000	-0.25
44	-	Texas Southr	118	\$10,716	\$15,523	\$17,321	\$-1,798	0.012	-0.24
45	-	A&M Kingsvil	78	\$10,067	\$18,359	\$20,087	\$-1,728	0.004	-0.23

46 - U.H. Downtwn	213	\$10,452	\$14,763	\$16,418	\$-1,655	0.000	-0.22
47 - U.T. Permian	55	\$10,242	\$14,445	\$15,799	\$-1,354	0.080	-0.18

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----- Maximum Level=Taught at upper level -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
48	-	A&M Commerce	123	\$9,625	\$11,065	\$12,290	\$-1,225	0.022	-0.16
49	-	U.T. Tyler	118	\$8,702	\$12,752	\$13,689	\$-938	0.104	-0.13
50	-	Texas A&M	598	\$13,318	\$17,488	\$18,231	\$-743	0.009	-0.10
51	-	Sul Ross	40	\$6,469	\$16,528	\$17,087	\$-559	0.668	-0.07
52	-	U.T. El Paso	229	\$13,560	\$15,084	\$15,195	\$-111	0.764	-0.01
53	-	Sam Houston	244	\$13,999	\$18,460	\$18,560	\$-100	0.777	-0.01
54	-	U.T. Austin	417	\$14,304	\$18,770	\$18,799	\$-29	0.942	-0.00
55	-	A&M Internat	60	\$10,247	\$17,686	\$17,696	\$-10	0.990	-0.00
56	-	U.T. San Ant	288	\$12,354	\$14,556	\$14,326	\$231	0.556	0.03
57	-	W. Texas A&M	90	\$11,005	\$13,654	\$13,312	\$341	0.668	0.05
58	-	Southwest Tx	316	\$15,736	\$18,749	\$18,316	\$434	0.209	0.06
59	-	U.T. Pan Am	175	\$13,111	\$18,988	\$18,354	\$634	0.144	0.08
60	+	U.T. Dallas	131	\$11,112	\$10,886	\$10,183	\$702	0.414	0.09
61	-	Prairie View	134	\$11,892	\$18,565	\$17,831	\$735	0.227	0.10
62	-	U. Houston	398	\$12,728	\$14,099	\$13,122	\$978	0.013	0.13
63	-	Texas Womans	200	\$8,685	\$11,535	\$10,499	\$1,036	0.018	0.14
64	U.	North Tx	332	\$12,476	\$13,419	\$12,024	\$1,395	0.000	0.19
65	-	U.T. Arling	316	\$14,188	\$15,981	\$14,558	\$1,423	0.001	0.19
66	-	A&M Galvest	47	\$8,008	\$14,777	\$11,030	\$3,747	0.001	0.50

----- Maximum Level=Taught at master level -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
67	-	U.T. Browns	44	\$15,248	\$17,601	\$21,401	\$-3,799	0.002	-0.51
68	-	Sul Ross	38	\$20,749	\$22,084	\$25,245	\$-3,161	0.007	-0.42
69	-	A&M Kingsvil	107	\$18,347	\$21,764	\$24,842	\$-3,077	0.000	-0.41
70	-	Tarleton	63	\$19,758	\$22,012	\$25,076	\$-3,064	0.000	-0.41
71	-	Lamar	85	\$17,580	\$20,666	\$23,507	\$-2,841	0.000	-0.38
72	-	W. Texas A&M	97	\$20,024	\$21,241	\$23,528	\$-2,287	0.000	-0.31
73	+	U.H. Victor	30	\$20,084	\$17,066	\$19,203	\$-2,137	0.046	-0.29
74	-	S. F. Austin	136	\$17,622	\$23,503	\$25,585	\$-2,081	0.000	-0.28
75	-	U.T. Tyler	80	\$14,981	\$20,097	\$21,824	\$-1,728	0.004	-0.23
76	+	A&M Texarkan	18	\$23,889	\$18,805	\$20,442	\$-1,636	0.335	-0.22
77	-	A&M Corpus	117	\$18,468	\$20,072	\$21,526	\$-1,454	0.012	-0.19
78	-	Sul Ross Rio	9	\$13,470	\$22,410	\$23,480	\$-1,070	0.566	-0.14
79	-	Texas Southr	68	\$17,804	\$20,774	\$21,761	\$-987	0.297	-0.13
80	-	Angelo St	39	\$22,462	\$26,577	\$27,180	\$-603	0.480	-0.08
81	-	Texas Tech	75	\$20,162	\$27,939	\$28,542	\$-602	0.487	-0.08
82	-	U.T. Austin	47	\$16,559	\$24,071	\$24,554	\$-483	0.721	-0.06
83	+	A&M Commerce	124	\$18,708	\$17,113	\$17,561	\$-448	0.438	-0.06
84	-	Southwest Tx	282	\$20,600	\$23,546	\$23,876	\$-330	0.349	-0.04
85	-	U.T. Permian	34	\$18,360	\$22,515	\$22,755	\$-240	0.791	-0.03
86	-	Midwestern	59	\$19,533	\$25,502	\$25,567	\$-65	0.935	-0.01
87	+	U.H. Clear	177	\$25,083	\$19,257	\$19,250	\$8	0.988	0.00
88	+	Texas Womans	134	\$18,781	\$18,040	\$17,936	\$104	0.853	0.01
89	-	U.T. Pan Am	137	\$19,863	\$22,896	\$22,729	\$167	0.741	0.02
90	-	Sam Houston	109	\$19,501	\$24,329	\$24,149	\$180	0.725	0.02
91	-	U.T. Arling	125	\$14,664	\$18,507	\$18,308	\$199	0.737	0.03
92	-	Texas A&M	33	\$22,098	\$31,257	\$30,680	\$577	0.787	0.08
93	-	U.T. El Paso	203	\$16,836	\$23,933	\$23,146	\$787	0.067	0.11

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----- Maximum Level=Taught at master level -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
94	-	U.T. San Ant	204	\$16,730	\$23,602	\$22,581	\$1,021	0.030	0.14
95	-	A&M Internat	47	\$17,397	\$24,044	\$22,896	\$1,147	0.090	0.15
96	-	U. North Tx	128	\$20,527	\$23,124	\$21,490	\$1,634	0.000	0.22
97	+	U. Houston	189	\$21,669	\$20,749	\$19,033	\$1,716	0.004	0.23
98	+	Prairie View	62	\$24,973	\$22,056	\$19,953	\$2,103	0.094	0.28
99		U.T. Dallas	8	\$11,232	\$18,075	\$10,569	\$7,506	0.315	1.00

----- Maximum Level=Taught at doctoral level -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
100		A&M Kingsvil	11	\$26,470	\$24,835	\$28,538	\$-3,704	0.037	-0.50
101	+	A&M Commerce	50	\$39,050	\$19,417	\$22,319	\$-2,902	0.000	-0.39
102	+	Texas Womans	188	\$32,516	\$17,845	\$20,744	\$-2,899	0.000	-0.39
103	+	S. F. Austin	16	\$27,767	\$24,265	\$26,959	\$-2,694	0.004	-0.36
104	+	Texas Southr	21	\$30,179	\$26,081	\$27,881	\$-1,799	0.328	-0.24
105	-	A&M Galvest	7	\$18,001	\$27,574	\$29,255	\$-1,680	0.455	-0.22
106	+	Texas Tech	488	\$33,487	\$29,819	\$31,206	\$-1,387	0.000	-0.19
107		A&M Corpus	5	\$27,873	\$27,479	\$28,651	\$-1,172	0.641	-0.16
108	-	W. Texas A&M	1	\$3,348	\$7,886	\$8,239	\$-353	.	-0.05
109	-	Southwest Tx	19	\$22,136	\$22,412	\$22,645	\$-234	0.835	-0.03
110	-	U.T. Pan Am	9	\$25,782	\$30,400	\$30,267	\$133	0.964	0.02
111	+	U. North Tx	459	\$40,030	\$25,701	\$25,063	\$638	0.040	0.09
112	+	Texas A&M	959	\$42,781	\$34,946	\$34,102	\$844	0.005	0.11
113	+	U.T. Austin	1421	\$52,576	\$33,170	\$32,299	\$871	0.003	0.12
114	+	Sam Houston	17	\$37,477	\$29,963	\$29,036	\$927	0.334	0.12
115	+	U.T. El Paso	46	\$29,020	\$28,015	\$26,754	\$1,261	0.035	0.17
116	+	U.T. Arling	289	\$58,573	\$28,454	\$27,165	\$1,289	0.003	0.17
117	+	U.T. San Ant	30	\$33,637	\$27,728	\$25,565	\$2,163	0.053	0.29
118	+	U.T. Dallas	234	\$92,154	\$29,963	\$26,675	\$3,288	0.000	0.44
119	+	U.T. Tyler	8	\$86,471	\$20,718	\$16,962	\$3,756	0.096	0.50
120	+	U. Houston	494	\$58,885	\$29,931	\$26,134	\$3,798	0.000	0.51
121		Lamar	10	\$27,961	\$31,525	\$25,725	\$5,800	0.089	0.78

----- Maximum Level=Taught at professional level -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
122		U. Houston	123	\$21,558	\$23,203	\$18,468	\$4,735	0.000	0.63
123	+	Texas Southr	46	\$35,900	\$29,620	\$22,426	\$7,194	0.000	0.96
124		Texas Tech	30	\$36,077	\$37,289	\$29,350	\$7,940	0.000	1.06
125		U.T. Austin	139	\$24,201	\$32,844	\$23,477	\$9,367	0.000	1.25

ATTACHMENT E. SAS OUTPUT - REGRESSION RESULTS BY LEVEL AND FUNDING AREA

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----- Maximum Level=Taught at lower level Funding Discipline=Liberal Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
1	-	U.T. Browns	4	\$207	\$3,673	\$16,129	\$-12,456	0.087	-1.67
2	-	U.T. Tyler	2	\$1,384	\$4,050	\$8,139	\$-4,089	0.227	-0.55
3	-	U.H. Downtwn	112	\$5,419	\$7,330	\$10,251	\$-2,921	0.000	-0.39
4	-	A&M Galvest	17	\$3,172	\$9,225	\$12,051	\$-2,826	0.011	-0.38
5	-	A&M Internat	22	\$4,468	\$8,338	\$11,096	\$-2,758	0.001	-0.37
6	-	U.T. Permian	9	\$1,877	\$3,813	\$6,174	\$-2,361	0.110	-0.32
7	-	Lamar	65	\$7,054	\$11,290	\$13,399	\$-2,109	0.000	-0.28
8	-	W. Texas A&M	55	\$4,972	\$5,712	\$7,812	\$-2,100	0.000	-0.28
9	-	Texas Tech	231	\$4,805	\$7,826	\$9,685	\$-1,858	0.000	-0.25
10	-	A&M Commerce	49	\$3,628	\$6,215	\$7,681	\$-1,466	0.028	-0.20
11	-	Tarleton	35	\$7,631	\$12,111	\$13,369	\$-1,258	0.027	-0.17
12	-	S. F. Austin	85	\$7,037	\$11,287	\$12,440	\$-1,153	0.001	-0.15
13	-	A&M Corpus	51	\$2,656	\$6,215	\$7,353	\$-1,138	0.035	-0.15
14	-	U.T. San Ant	110	\$9,794	\$9,641	\$10,644	\$-1,003	0.004	-0.13
15	-	Texas A&M	275	\$5,537	\$9,508	\$10,480	\$-972	0.000	-0.13
16	-	Texas Southr	42	\$8,892	\$11,501	\$12,448	\$-947	0.361	-0.13
17	-	U.T. Austin	413	\$3,950	\$8,549	\$9,145	\$-596	0.000	-0.08
18	-	Midwestern	48	\$5,703	\$9,936	\$10,310	\$-374	0.484	-0.05
19	-	Texas Womans	42	\$3,673	\$5,158	\$5,271	\$-113	0.828	-0.02
20	-	Angelo St	52	\$6,661	\$12,730	\$12,774	\$-43	0.961	-0.01
21	-	U.T. El Paso	139	\$5,634	\$8,966	\$8,943	\$23	0.957	0.00
22	-	A&M Kingsvil	59	\$5,891	\$9,678	\$9,644	\$34	0.952	0.00
23	-	Sul Ross	21	\$3,675	\$10,648	\$10,289	\$359	0.840	0.05
24	-	U.T. Dallas	45	\$3,851	\$7,401	\$6,883	\$518	0.420	0.07
25	-	Sam Houston	72	\$5,705	\$8,435	\$7,913	\$522	0.291	0.07
26	-	U.T. Arling	106	\$6,118	\$8,222	\$7,608	\$614	0.224	0.08
27	U.	Houston	147	\$7,523	\$7,940	\$6,945	\$995	0.045	0.13
28	-	U.T. Pan Am	113	\$7,551	\$10,808	\$9,796	\$1,012	0.091	0.14
29	-	Prairie View	38	\$10,061	\$14,450	\$12,675	\$1,775	0.071	0.24
30	-	Southwest Tx	127	\$7,416	\$12,780	\$10,488	\$2,292	0.000	0.31
31	U.	North Tx	187	\$7,232	\$7,684	\$5,040	\$2,644	0.000	0.35

----- Maximum Level=Taught at lower level Funding Discipline=Science -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
32	-	A&M Corpus	11	\$3,036	\$5,308	\$9,309	\$-4,002	0.004	-0.54
33	-	Tarleton	9	\$10,674	\$14,322	\$18,308	\$-3,985	0.083	-0.53
34	-	Midwestern	9	\$5,012	\$3,976	\$7,823	\$-3,847	0.008	-0.51
35	-	U.H. Downtwn	17	\$5,397	\$13,798	\$17,392	\$-3,594	0.001	-0.48
36	-	Sul Ross	4	\$3,726	\$6,632	\$10,116	\$-3,483	0.518	-0.47
37	-	Lamar	8	\$8,264	\$16,727	\$20,031	\$-3,304	0.187	-0.44
38	-	Texas Southr	14	\$7,670	\$9,420	\$12,006	\$-2,586	0.028	-0.35
39	-	A&M Commerce	9	\$3,638	\$3,204	\$4,938	\$-1,733	0.209	-0.23
40	-	A&M Galvest	19	\$2,306	\$10,037	\$11,652	\$-1,615	0.158	-0.22
41	-	Texas A&M	313	\$2,732	\$7,714	\$8,758	\$-1,044	0.000	-0.14
42	-	U.T. El Paso	19	\$8,148	\$10,315	\$11,229	\$-913	0.473	-0.12
43	-	Angelo St	15	\$10,086	\$19,170	\$19,919	\$-750	0.764	-0.10
44	-	U.T. Permian	2	\$1,505	\$7,441	\$8,145	\$-704	0.918	-0.09
45	-	Prairie View	16	\$10,009	\$17,092	\$17,403	\$-311	0.848	-0.04

46 - A&M Kingsvil	11	\$8,716	\$18,690	\$18,923	\$-233	0.891	-0.03
47 - U.T. San Ant	31	\$9,699	\$10,608	\$10,110	\$498	0.571	0.07

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----- Maximum Level=Taught at lower level Funding Discipline=Science -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
48	-	U.T. Austin	70	\$9,994	\$16,621	\$15,995	\$625	0.509	0.08
49	-	Texas Tech	83	\$6,256	\$12,130	\$11,407	\$723	0.566	0.10
50	-	S. F. Austin	11	\$14,673	\$19,971	\$19,147	\$824	0.632	0.11
51	-	Texas Womans	26	\$3,340	\$8,102	\$7,260	\$842	0.198	0.11
52	-	U.T. Dallas	8	\$10,933	\$12,578	\$11,723	\$856	0.724	0.11
53	+	Southwest Tx	12	\$29,219	\$18,945	\$17,180	\$1,764	0.203	0.24
54	-	U. Houston	48	\$5,739	\$10,127	\$7,762	\$2,365	0.000	0.32
55	-	U.T. Tyler	2	\$453	\$24,199	\$21,774	\$2,425	0.294	0.32
56	-	U.T. Pan Am	20	\$12,821	\$19,785	\$17,178	\$2,608	0.026	0.35
57	U.T. Arling	25	\$10,194	\$12,836	\$9,754	\$3,082	0.076	0.41	
58	W. Texas A&M	6	\$10,516	\$11,910	\$8,605	\$3,305	0.315	0.44	
59	-	Sam Houston	22	\$10,943	\$14,796	\$11,196	\$3,600	0.003	0.48
60	-	U. North Tx	22	\$9,102	\$18,008	\$13,783	\$4,226	0.010	0.57
61	-	A&M Internat	6	\$5,826	\$18,014	\$13,586	\$4,428	0.328	0.59

----- Maximum Level=Taught at lower level Funding Discipline=Fine Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
62	-	Angelo St	4	\$3,666	\$13,356	\$20,422	\$-7,065	0.358	-0.95
63	U.T. Permian	2	\$3,567	\$2,250	\$8,250	\$-6,000	0.075	-0.80	
64	-	A&M Corpus	10	\$2,389	\$3,665	\$9,385	\$-5,720	0.000	-0.77
65	-	Midwestern	3	\$5,209	\$8,109	\$13,474	\$-5,365	0.024	-0.72
66	Texas A&M	6	\$20,459	\$16,987	\$22,172	\$-5,185	0.037	-0.69	
67	-	U.H. Downtwn	11	\$7,088	\$7,788	\$12,084	\$-4,295	0.005	-0.57
68	W. Texas A&M	8	\$3,341	\$3,307	\$7,493	\$-4,186	0.011	-0.56	
69	-	Texas Tech	38	\$6,157	\$6,391	\$10,092	\$-3,701	0.000	-0.50
70	U.T. Austin	49	\$8,150	\$5,276	\$8,919	\$-3,643	0.000	-0.49	
71	+	U.T. Pan Am	8	\$7,693	\$3,326	\$6,969	\$-3,642	0.027	-0.49
72	-	A&M Commerce	8	\$4,346	\$12,773	\$16,410	\$-3,638	0.004	-0.49
73	-	Lamar	6	\$2,774	\$8,867	\$12,338	\$-3,472	0.123	-0.46
74	-	U.T. Arling	13	\$3,881	\$6,375	\$9,452	\$-3,077	0.039	-0.41
75	-	Sam Houston	22	\$7,178	\$11,499	\$14,073	\$-2,575	0.004	-0.34
76	-	U.T. El Paso	17	\$6,245	\$8,713	\$11,250	\$-2,537	0.030	-0.34
77	-	Southwest Tx	27	\$6,300	\$6,652	\$9,119	\$-2,467	0.004	-0.33
78	-	Texas Southr	4	\$1,373	\$9,537	\$11,993	\$-2,456	0.292	-0.33
79	-	Sul Ross	2	\$8,408	\$18,330	\$20,444	\$-2,114	0.292	-0.28
80	-	U.T. San Ant	19	\$5,206	\$7,236	\$9,324	\$-2,088	0.043	-0.28
81	-	U. Houston	19	\$3,803	\$4,015	\$5,168	\$-1,152	0.541	-0.15
82	-	S. F. Austin	14	\$5,727	\$9,918	\$11,055	\$-1,137	0.262	-0.15
83	-	Texas Womans	12	\$2,557	\$3,539	\$4,219	\$-680	0.501	-0.09
84	-	Prairie View	7	\$9,731	\$12,679	\$13,165	\$-486	0.931	-0.07
85	-	U. North Tx	46	\$4,015	\$5,244	\$5,049	\$195	0.667	0.03
86	-	A&M Internat	2	\$3,369	\$20,661	\$20,186	\$475	0.846	0.06
87	-	Tarleton	3	\$12,023	\$15,022	\$13,151	\$1,871	0.531	0.25
88	-	A&M Kingsvil	3	\$3,190	\$10,554	\$8,231	\$2,323	0.565	0.31

Current Formula Matrix

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----- Maximum Level=Taught at lower level Funding Discipline=Teacher Ed -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
89	-	U.T. Pan Am	3	\$2,856	\$4,949	\$13,353	\$-8,404	0.035	-1.12
90	-	Texas Tech	4	\$2,771	\$6,694	\$13,012	\$-6,317	0.033	-0.85
91		Sam Houston	3	\$6,991	\$2,502	\$8,425	\$-5,923	0.005	-0.79
92		Texas Southr	2	\$3,772	\$2,977	\$8,261	\$-5,284	0.205	-0.71
93		U.T. San Ant	5	\$3,785	\$3,140	\$8,261	\$-5,121	0.000	-0.69
94		U. Houston	1	\$5,499	\$3,800	\$8,349	\$-4,549	.	-0.61
95	-	U.T. Austin	20	\$4,819	\$7,695	\$11,201	\$-3,505	0.001	-0.47
96		Texas A&M	4	\$6,490	\$4,152	\$7,232	\$-3,080	0.000	-0.41
97	-	Midwestern	1	\$1,961	\$9,000	\$8,168	\$832	.	0.11
98		Southwest Tx	1	\$3,708	\$4,307	\$2,288	\$2,019	.	0.27
99	+	Tarleton	2	\$6,905	\$4,500	\$2,451	\$2,049	0.004	0.27
100	-	S. F. Austin	1	\$3,069	\$12,000	\$8,225	\$3,775	.	0.50
101	-	W. Texas A&M	2	\$7,800	\$17,401	\$8,466	\$8,934	0.418	1.20

----- Maximum Level=Taught at lower level Funding Discipline=Agriculture -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
102	-	Tarleton	2	\$3,447	\$9,043	\$17,646	\$-8,603	0.544	-1.15
103	-	Sul Ross	1	\$1,806	\$26,501	\$32,933	\$-6,432	.	-0.86
104	-	A&M Kingsvil	2	\$2,277	\$3,203	\$5,200	\$-1,997	0.339	-0.27
105	-	W. Texas A&M	1	\$8,125	\$32,623	\$33,255	\$-632	.	-0.08
106	-	Texas Tech	6	\$3,488	\$13,891	\$14,192	\$-301	0.905	-0.04
107	-	Texas A&M	12	\$3,002	\$9,637	\$9,541	\$96	0.968	0.01
108	-	S. F. Austin	5	\$3,496	\$13,923	\$13,317	\$605	0.724	0.08
109	-	Prairie View	1	\$4,924	\$18,000	\$8,320	\$9,680	.	1.29
110	-	Sam Houston	1	\$616	\$18,229	\$8,100	\$10,129	.	1.35

----- Maximum Level=Taught at lower level Funding Discipline=Engineering -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
111	+	U.T. Dallas	3	\$6,869	\$3,650	\$6,429	\$-2,779	0.397	-0.37
112	-	Texas Tech	15	\$5,491	\$18,091	\$20,732	\$-2,641	0.161	-0.35
113	-	U. Houston	12	\$4,256	\$12,663	\$13,249	\$-586	0.739	-0.08
114	-	Texas A&M	48	\$6,069	\$11,856	\$12,046	\$-190	0.857	-0.03
115	-	U.T. Arling	14	\$8,715	\$13,074	\$13,080	\$-6	0.998	-0.00
116	-	U.T. San Ant	9	\$11,386	\$13,260	\$13,017	\$243	0.829	0.03
117	-	U.T. Pan Am	1	\$1,577	\$9,087	\$8,149	\$938	.	0.13
118	-	U.T. El Paso	3	\$11,054	\$19,171	\$16,890	\$2,281	0.544	0.31
119	U.	North Tx	1	\$3,547	\$4,864	\$2,280	\$2,584	.	0.35
120	-	U.T. Austin	16	\$9,505	\$23,416	\$18,000	\$5,416	0.121	0.72

----- Maximum Level=Taught at lower level Funding Discipline=Home Economics -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
121		U. Houston	1	\$7,663	\$1,499	\$8,459	\$-6,960	.	-0.93
122	-	Lamar	1	\$1,680	\$2,000	\$8,154	\$-6,154	.	-0.82
123	-	Southwest Tx	4	\$5,091	\$5,951	\$11,315	\$-5,364	0.003	-0.72

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---- Maximum Level=Taught at lower level Funding Discipline=Home Economics ----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
124		Texas Tech	11	\$8,385	\$6,676	\$9,500	\$-2,825	0.006	-0.38
125	+	U. North Tx	1	\$60,255	\$20,940	\$23,090	\$-2,150	.	-0.29
126	-	Tarleton	1	\$5,249	\$22,332	\$23,755	\$-1,423	.	-0.19
127	-	Prairie View	5	\$4,325	\$7,338	\$8,289	\$-951	0.668	-0.13
128	-	S. F. Austin	3	\$6,438	\$11,506	\$12,379	\$-873	0.776	-0.12
129	+	Texas A&M	1	\$43,354	\$14,346	\$15,083	\$-737	.	-0.10
130	-	U.T. Austin	4	\$7,785	\$12,968	\$13,268	\$-300	0.921	-0.04
131	-	Texas Womans	1	\$665	\$2,601	\$2,133	\$468	.	0.06
132	-	A&M Kingsvil	1	\$2,309	\$15,040	\$8,186	\$6,854	.	0.92
133	-	Texas Southr	2	\$2,799	\$21,941	\$14,184	\$7,756	0.200	1.04

---- Maximum Level=Taught at lower level Funding Discipline=Social Services ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
134		A&M Kingsvil	1	\$2,725	\$2,100	\$8,207	\$-6,107	.	-0.82
135	-	S. F. Austin	1	\$1,060	\$2,200	\$8,122	\$-5,922	.	-0.79
136		Texas Southr	1	\$4,997	\$3,000	\$8,323	\$-5,323	.	-0.71
137		Prairie View	1	\$5,224	\$5,000	\$8,335	\$-3,335	.	-0.45
138	-	U.T. Pan Am	2	\$7,041	\$11,351	\$14,401	\$-3,050	0.588	-0.41
139	-	U.T. El Paso	1	\$4,088	\$30,000	\$33,049	\$-3,049	.	-0.41
140	-	U.T. Austin	4	\$9,482	\$12,626	\$15,070	\$-2,445	0.024	-0.33
141	-	Southwest Tx	3	\$5,905	\$12,340	\$13,509	\$-1,169	0.827	-0.16
142	+	U.T. Arling	2	\$9,198	\$5,778	\$5,553	\$224	0.964	0.03

---- Maximum Level=Taught at lower level Funding Discipline=Library Science ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
143	-	Lamar	1	\$618	\$13,775	\$20,046	\$-6,271	.	-0.84
144	-	Sam Houston	1	\$6,802	\$28,791	\$33,188	\$-4,397	.	-0.59
145	-	U.T. Austin	3	\$3,659	\$4,334	\$7,088	\$-2,754	0.000	-0.37
146	-	Texas Tech	1	\$361	\$14,475	\$12,889	\$1,586	.	0.21

---- Maximum Level=Taught at lower level Funding Discipline=Vocation Traing ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
147		Midwestern	1	\$10,295	\$15,450	\$8,594	\$6,856	.	0.92

---- Maximum Level=Taught at lower level Funding Discipline=Physical Traing ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
148	-	U.T. El Paso	17	\$1,834	\$2,602	\$7,108	\$-4,506	0.000	-0.60
149	-	U.T. Arling	19	\$3,722	\$4,482	\$8,258	\$-3,776	0.001	-0.51
150	-	Texas A&M	54	\$6,662	\$7,124	\$10,115	\$-2,991	0.000	-0.40
151	-	U.T. Dallas	5	\$1,290	\$5,199	\$8,134	\$-2,935	0.310	-0.39

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---- Maximum Level=Taught at lower level Funding Discipline=Physical Traing ----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
152	-	Sul Ross	2	\$1,820	\$13,000	\$14,134	\$-1,134	0.474	-0.15
153	-	U. North Tx	12	\$2,450	\$2,678	\$3,716	\$-1,038	0.298	-0.14
154	-	Tarleton	13	\$3,308	\$8,139	\$8,575	\$-435	0.691	-0.06
155	-	A&M Commerce	8	\$3,101	\$5,847	\$6,171	\$-324	0.863	-0.04
156	-	Midwestern	10	\$5,823	\$14,954	\$15,052	\$-98	0.970	-0.01
157	-	S. F. Austin	18	\$5,091	\$13,368	\$13,201	\$168	0.916	0.02
158	-	U.T. Pan Am	8	\$6,616	\$7,596	\$7,349	\$248	0.923	0.03
159	-	Angelo St	5	\$5,516	\$10,670	\$10,128	\$543	0.722	0.07
160	-	U. Houston	20	\$3,503	\$4,868	\$3,545	\$1,324	0.028	0.18
161	-	A&M Galvest	8	\$2,088	\$9,982	\$8,175	\$1,807	0.583	0.24
162	-	Lamar	9	\$4,007	\$10,949	\$9,099	\$1,850	0.447	0.25
163	-	Sam Houston	15	\$2,525	\$7,084	\$5,013	\$2,071	0.024	0.28
164	-	W. Texas A&M	12	\$2,443	\$9,816	\$7,198	\$2,618	0.345	0.35
165	-	A&M Kingsvil	15	\$1,558	\$8,732	\$5,760	\$2,972	0.001	0.40
166	-	U.T. San Ant	12	\$2,019	\$11,449	\$8,171	\$3,278	0.044	0.44
167	-	Southwest Tx	29	\$2,736	\$9,832	\$6,355	\$3,477	0.004	0.47
168	-	Prairie View	6	\$3,784	\$14,529	\$9,257	\$5,271	0.102	0.71
169	-	Texas Womans	1	\$1,034	\$18,525	\$8,121	\$10,404	.	1.39
170	-	Texas Southr	5	\$2,853	\$19,073	\$8,214	\$10,859	0.049	1.45

---- Maximum Level=Taught at lower level Funding Discipline=Health Services ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
171	+	Texas A&M	2	\$14,486	\$6,688	\$13,610	\$-6,922	0.280	-0.93
172	+	U. North Tx	1	\$20,155	\$2,266	\$9,097	\$-6,831	.	-0.91
173	+	U.T. San Ant	1	\$17,635	\$3,259	\$8,968	\$-5,709	.	-0.76
174	-	U.T. El Paso	1	\$210	\$2,550	\$8,079	\$-5,529	.	-0.74
175	-	Texas Southr	2	\$4,619	\$2,951	\$8,304	\$-5,353	0.055	-0.72
176	-	Southwest Tx	9	\$4,774	\$6,061	\$8,474	\$-2,413	0.114	-0.32
177	-	U.T. Pan Am	5	\$12,107	\$15,325	\$16,548	\$-1,224	0.594	-0.16
178	-	Sul Ross	2	\$6,648	\$11,402	\$12,122	\$-721	0.941	-0.10
179	+	Texas Womans	3	\$4,339	\$3,905	\$4,310	\$-405	0.842	-0.05
180	-	Lamar	10	\$13,618	\$16,294	\$16,514	\$-220	0.923	-0.03
181	+	U. Houston	3	\$14,836	\$4,958	\$4,846	\$112	0.956	0.01
182	-	S. F. Austin	1	\$4,199	\$18,048	\$15,712	\$2,336	.	0.31
183	-	Tarleton	3	\$7,278	\$18,949	\$15,869	\$3,080	0.003	0.41
184	-	Angelo St	7	\$8,458	\$20,247	\$15,326	\$4,920	0.077	0.66
185	-	W. Texas A&M	2	\$12,982	\$15,094	\$8,731	\$6,363	0.048	0.85
186	-	A&M Commerce	2	\$7,278	\$15,126	\$8,440	\$6,686	0.518	0.89
187	+	Sam Houston	1	\$18,055	\$16,240	\$8,990	\$7,250	.	0.97
188	-	U.T. Arling	1	\$8,398	\$18,450	\$8,497	\$9,953	.	1.33

----- Maximum Level=Taught at lower level Funding Discipline=Pharmacy -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
189	-	Texas Southr	1	\$4,674	\$18,192	\$8,307	\$9,885	.	1.32
190	-	U. Houston	1	\$1,659	\$27,649	\$8,153	\$19,496	.	2.61

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---- Maximum Level=Taught at lower level Funding Discipline=Business Admin -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
191	-	U.T. Browns	3	\$555	\$6,298	\$13,236	\$-6,938	0.127	-0.93
192	+	W. Texas A&M	3	\$8,842	\$3,288	\$8,519	\$-5,231	0.064	-0.70
193		A&M Commerce	3	\$3,259	\$3,125	\$8,235	\$-5,110	0.013	-0.68
194		Angelo St	4	\$7,125	\$3,500	\$8,432	\$-4,932	0.001	-0.66
195	-	Midwestern	7	\$6,390	\$9,003	\$13,514	\$-4,511	0.115	-0.60
196		U.H. Downtwn	24	\$4,512	\$4,096	\$8,298	\$-4,203	0.000	-0.56
197	+	Texas Tech	7	\$13,730	\$8,796	\$11,866	\$-3,069	0.121	-0.41
198		Prairie View	2	\$5,929	\$5,814	\$8,371	\$-2,557	0.561	-0.34
199	+	U.T. El Paso	3	\$14,944	\$9,436	\$8,831	\$605	0.896	0.08
200	+	U.T. Austin	11	\$16,848	\$12,554	\$11,017	\$1,537	0.376	0.21
201	+	Texas A&M	15	\$27,426	\$19,496	\$17,574	\$1,922	0.450	0.26
202	-	Sam Houston	10	\$8,426	\$11,682	\$9,693	\$1,989	0.211	0.27
203	+	U. Houston	12	\$17,319	\$10,760	\$8,745	\$2,015	0.496	0.27
204	-	S. F. Austin	7	\$14,206	\$17,652	\$15,471	\$2,181	0.181	0.29
205	+	U. North Tx	11	\$11,158	\$9,907	\$7,552	\$2,355	0.319	0.32
206	+	U.T. Arling	9	\$16,724	\$11,533	\$8,923	\$2,610	0.199	0.35
207		U.T. Pan Am	6	\$8,587	\$11,970	\$8,508	\$3,462	0.239	0.46
208		U.T. San Ant	9	\$16,158	\$17,184	\$13,261	\$3,923	0.064	0.52
209		Southwest Tx	6	\$16,227	\$17,096	\$13,025	\$4,071	0.098	0.54
210	-	A&M Corpus	3	\$10,437	\$17,883	\$13,740	\$4,143	0.679	0.55
211	-	A&M Internat	1	\$11,650	\$33,103	\$24,081	\$9,022	.	1.21
212		Lamar	1	\$12,690	\$18,375	\$8,716	\$9,659	.	1.29
213	-	Texas Southr	1	\$2,600	\$20,244	\$8,201	\$12,043	.	1.61
214	-	U.T. Dallas	3	\$13,730	\$36,833	\$17,891	\$18,943	0.239	2.53

---- Maximum Level=Taught at lower level Funding Discipline=Teach Ed Pract -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
215	+	Texas A&M	1	\$27,069	\$13,500	\$14,252	\$-752	.	-0.10

----- Maximum Level=Taught at lower level Funding Discipline=Technology -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
216		A&M Commerce	1	\$8,348	\$1,875	\$8,494	\$-6,619	.	-0.89
217	-	Texas Southr	2	\$11,981	\$16,154	\$22,362	\$-6,208	0.037	-0.83
218	+	U. Houston	9	\$12,445	\$8,660	\$12,130	\$-3,470	0.072	-0.46
219	-	Texas Tech	6	\$9,095	\$12,268	\$14,909	\$-2,641	0.331	-0.35
220	-	Texas A&M	16	\$8,546	\$8,591	\$11,124	\$-2,534	0.000	-0.34
221	-	U.H. Downtwn	2	\$5,411	\$13,584	\$16,054	\$-2,470	0.625	-0.33
222	-	A&M Kingsvil	1	\$8,812	\$23,783	\$23,937	\$-154	.	-0.02
223	-	U. North Tx	2	\$7,884	\$9,698	\$8,471	\$1,227	0.846	0.16
224		Sam Houston	1	\$9,740	\$12,064	\$8,565	\$3,499	.	0.47
225	-	A&M Corpus	1	\$2,474	\$27,530	\$23,613	\$3,917	.	0.52
226	-	Prairie View	2	\$10,358	\$20,444	\$16,306	\$4,138	0.523	0.55
227		Southwest Tx	1	\$16,233	\$16,991	\$8,897	\$8,094	.	1.08

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----- Maximum Level=Taught at upper level Funding Discipline=Liberal Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
228	-	U.T. Browns	39	\$7,844	\$9,502	\$20,997	\$-11,495	0.000	-1.54
229		A&M Texarkan	15	\$9,438	\$8,103	\$13,446	\$-5,343	0.000	-0.71
230		U.H. Victor	17	\$7,308	\$6,420	\$11,508	\$-5,088	0.000	-0.68
231	-	Sul Ross Rio	20	\$8,264	\$9,042	\$13,660	\$-4,618	0.000	-0.62
232	-	Lamar	37	\$13,169	\$19,171	\$23,514	\$-4,343	0.000	-0.58
233		U.H. Clear	63	\$9,007	\$7,453	\$11,541	\$-4,088	0.000	-0.55
234	-	S. F. Austin	58	\$12,970	\$20,454	\$24,059	\$-3,604	0.000	-0.48
235	-	Angelo St	37	\$14,060	\$21,956	\$25,240	\$-3,284	0.000	-0.44
236	-	A&M Corpus	46	\$12,064	\$15,237	\$18,405	\$-3,167	0.000	-0.42
237	-	Sul Ross	15	\$7,665	\$16,616	\$19,716	\$-3,099	0.085	-0.41
238	-	A&M Kingsvil	15	\$12,267	\$17,753	\$20,832	\$-3,079	0.014	-0.41
239	-	Texas Tech	100	\$12,963	\$17,042	\$19,937	\$-2,896	0.000	-0.39
240	-	U.H. Downtwn	116	\$9,837	\$12,904	\$15,691	\$-2,787	0.000	-0.37
241	-	Texas A&M	164	\$14,845	\$19,418	\$21,776	\$-2,359	0.000	-0.32
242	-	Tarleton	42	\$13,262	\$16,652	\$18,912	\$-2,260	0.000	-0.30
243	-	A&M Internat	26	\$10,696	\$16,674	\$18,785	\$-2,111	0.052	-0.28
244	-	Texas Southr	36	\$10,601	\$15,234	\$17,277	\$-2,044	0.162	-0.27
245	-	U.T. Tyler	30	\$8,771	\$13,234	\$15,156	\$-1,921	0.049	-0.26
246	-	U.T. Permian	28	\$12,052	\$14,987	\$16,527	\$-1,540	0.116	-0.21
247	-	U.T. Austin	153	\$12,993	\$20,472	\$21,876	\$-1,403	0.019	-0.19
248	-	Midwestern	30	\$11,565	\$18,550	\$19,886	\$-1,336	0.083	-0.18
249		U.T. Dallas	65	\$10,186	\$9,494	\$10,654	\$-1,160	0.157	-0.16
250	-	W. Texas A&M	17	\$12,121	\$14,167	\$15,267	\$-1,100	0.441	-0.15
251	-	Sam Houston	95	\$15,162	\$20,548	\$21,065	\$-517	0.302	-0.07
252	-	U.T. El Paso	93	\$13,536	\$15,434	\$15,830	\$-396	0.465	-0.05
253	-	U.T. San Ant	105	\$12,582	\$16,126	\$16,405	\$-279	0.553	-0.04
254	-	Prairie View	37	\$14,587	\$18,039	\$18,241	\$-202	0.832	-0.03
255	-	Southwest Tx	127	\$17,982	\$20,090	\$20,260	\$-170	0.718	-0.02
256	-	A&M Galvest	7	\$11,991	\$19,035	\$18,827	\$208	0.922	0.03
257	-	U.T. Arling	99	\$11,529	\$15,892	\$15,496	\$396	0.482	0.05
258	-	U. Houston	146	\$13,924	\$15,737	\$15,154	\$584	0.359	0.08
259	-	U.T. Pan Am	56	\$13,992	\$21,945	\$21,254	\$691	0.374	0.09
260	-	Texas Womans	35	\$7,748	\$11,708	\$10,693	\$1,015	0.253	0.14
261	-	A&M Commerce	37	\$12,096	\$14,273	\$13,053	\$1,220	0.208	0.16
262		U. North Tx	93	\$14,069	\$15,104	\$13,704	\$1,400	0.006	0.19

----- Maximum Level=Taught at upper level Funding Discipline=Science -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
263	-	U.T. Browns	12	\$5,688	\$10,350	\$17,769	\$-7,419	0.001	-0.99
264	-	A&M Texarkan	3	\$3,092	\$3,542	\$8,226	\$-4,684	0.150	-0.63
265		U.H. Clear	29	\$7,669	\$4,760	\$9,403	\$-4,643	0.000	-0.62
266	-	A&M Kingsvil	8	\$12,443	\$24,934	\$28,799	\$-3,865	0.029	-0.52
267	-	Prairie View	13	\$11,904	\$22,974	\$26,752	\$-3,778	0.051	-0.51
268	-	Angelo St	18	\$14,763	\$22,242	\$25,864	\$-3,622	0.021	-0.48
269	-	Lamar	9	\$12,270	\$20,792	\$23,975	\$-3,182	0.001	-0.43
270	-	Tarleton	20	\$12,569	\$15,536	\$18,198	\$-2,662	0.000	-0.36
271	-	Midwestern	10	\$14,678	\$22,339	\$23,998	\$-1,659	0.158	-0.22
272	-	Texas A&M	105	\$9,054	\$13,663	\$15,090	\$-1,427	0.008	-0.19
273	-	Texas Tech	33	\$10,939	\$11,716	\$13,047	\$-1,330	0.095	-0.18
274	-	S. F. Austin	9	\$13,627	\$26,241	\$27,280	\$-1,039	0.570	-0.14

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----- Maximum Level=Taught at upper level Funding Discipline=Science -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
275	-	A&M Commerce	7	\$8,529	\$10,259	\$11,271	\$-1,012	0.733	-0.14
276	-	U.H. Downtwn	22	\$11,283	\$20,692	\$21,697	\$-1,005	0.212	-0.13
277	-	U.T. Tyler	10	\$9,862	\$12,767	\$13,438	\$-671	0.705	-0.09
278	-	Texas Womans	16	\$4,764	\$8,214	\$8,585	\$-372	0.679	-0.05
279	-	U.T. Permian	8	\$9,268	\$19,223	\$19,538	\$-315	0.838	-0.04
280	-	A&M Corpus	17	\$11,833	\$16,393	\$16,364	\$29	0.987	0.00
281	-	Texas Southr	15	\$10,234	\$16,836	\$16,737	\$99	0.957	0.01
282	-	U.T. El Paso	23	\$10,110	\$16,005	\$15,494	\$512	0.679	0.07
283	+	U. Houston	44	\$15,398	\$12,108	\$11,249	\$860	0.203	0.12
284	-	U.T. Pan Am	13	\$16,098	\$22,303	\$20,854	\$1,449	0.402	0.19
285	+	U.T. San Ant	24	\$17,327	\$17,112	\$15,506	\$1,606	0.229	0.21
286	-	Sul Ross	7	\$6,951	\$19,755	\$18,061	\$1,694	0.574	0.23
287	U.T. Austin	42	\$16,372	\$18,495	\$16,148	\$2,347	0.115	0.31	
288	-	Southwest Tx	15	\$15,011	\$25,028	\$21,941	\$3,087	0.022	0.41
289	-	Sam Houston	19	\$13,546	\$23,946	\$20,594	\$3,352	0.011	0.45
290	-	A&M Galvest	28	\$5,634	\$11,814	\$8,242	\$3,572	0.001	0.48
291	-	U.T. Arling	29	\$14,816	\$20,651	\$17,017	\$3,634	0.121	0.49
292	U. North Tx	23	\$16,107	\$19,749	\$15,729	\$4,019	0.002	0.54	
293	-	A&M Internat	8	\$8,119	\$20,763	\$15,818	\$4,945	0.185	0.66
294	+	W. Texas A&M	4	\$15,327	\$13,731	\$7,358	\$6,373	0.046	0.85
295	-	U.T. Dallas	17	\$11,044	\$18,021	\$11,546	\$6,475	0.150	0.87
296	-	U.H. Victor	2	\$8,348	\$22,777	\$16,204	\$6,573	0.117	0.88

----- Maximum Level=Taught at upper level Funding Discipline=Fine Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
297	-	U.T. Browns	16	\$2,783	\$6,633	\$15,268	\$-8,635	0.000	-1.16
298	-	U.T. Permian	4	\$7,924	\$8,925	\$14,666	\$-5,741	0.004	-0.77
299	+	U.H. Clear	5	\$13,201	\$3,360	\$8,742	\$-5,382	0.000	-0.72
300	-	A&M Kingsvil	11	\$9,718	\$20,630	\$25,886	\$-5,256	0.002	-0.70
301	-	W. Texas A&M	15	\$8,257	\$15,000	\$20,176	\$-5,177	0.000	-0.69
302	-	A&M Corpus	23	\$6,467	\$8,980	\$13,896	\$-4,916	0.000	-0.66
303	-	A&M Commerce	20	\$11,313	\$12,296	\$16,983	\$-4,687	0.000	-0.63
304	-	Lamar	18	\$11,070	\$13,561	\$18,224	\$-4,663	0.000	-0.62
305	-	Midwestern	19	\$9,309	\$18,033	\$22,518	\$-4,485	0.000	-0.60
306	-	Prairie View	9	\$14,145	\$19,705	\$24,168	\$-4,463	0.068	-0.60
307	Texas A&M	11	\$20,896	\$16,994	\$21,173	\$-4,179	0.011	-0.56	
308	-	Sul Ross	3	\$7,228	\$9,682	\$13,577	\$-3,895	0.166	-0.52
309	-	U.T. San Ant	30	\$6,857	\$10,377	\$14,146	\$-3,769	0.001	-0.50
310	-	Texas Tech	32	\$10,429	\$11,212	\$14,721	\$-3,509	0.000	-0.47
311	-	Southwest Tx	59	\$12,588	\$14,741	\$17,548	\$-2,807	0.000	-0.38
312	-	Texas Southr	12	\$7,357	\$17,265	\$19,992	\$-2,727	0.168	-0.36
313	-	U.T. Tyler	14	\$6,309	\$10,089	\$12,782	\$-2,694	0.121	-0.36
314	-	Tarleton	12	\$8,524	\$15,087	\$17,665	\$-2,578	0.005	-0.34
315	-	U.T. Austin	37	\$10,557	\$16,748	\$19,157	\$-2,409	0.021	-0.32
316	-	Texas Womans	14	\$5,060	\$8,069	\$10,167	\$-2,098	0.011	-0.28
317	-	Angelo St	14	\$12,342	\$19,016	\$21,006	\$-1,990	0.016	-0.27
318	-	S. F. Austin	29	\$12,755	\$14,887	\$16,873	\$-1,986	0.023	-0.27
319	-	U.H. Downtwn	3	\$15,287	\$16,056	\$17,970	\$-1,914	0.203	-0.26
320	-	U.T. El Paso	31	\$10,484	\$15,878	\$17,755	\$-1,876	0.021	-0.25

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----- Maximum Level=Taught at upper level Funding Discipline=Fine Arts -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
321	-	Sam Houston	44	\$11,179	\$17,264	\$18,949	\$-1,685	0.012	-0.23
322	-	U.T. Arling	65	\$10,123	\$15,487	\$17,136	\$-1,649	0.002	-0.22
323	-	U. Houston	53	\$9,443	\$9,839	\$11,199	\$-1,360	0.121	-0.18
324	-	A&M Internat	3	\$9,278	\$15,171	\$16,506	\$-1,335	0.175	-0.18
325	-	U.T. Pan Am	20	\$9,736	\$19,949	\$20,275	\$-326	0.814	-0.04
326	+	U. North Tx	96	\$11,493	\$8,960	\$8,830	\$130	0.711	0.02
327	+	U.T. Dallas	21	\$10,074	\$8,478	\$8,180	\$298	0.811	0.04

----- Maximum Level=Taught at upper level Funding Discipline=Teacher Ed -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
328		A&M Texarkan	4	\$2,147	\$1,500	\$8,178	\$-6,678	0.000	-0.89
329		U.H. Victor	1	\$3,435	\$1,750	\$8,244	\$-6,494	.	-0.87
330		U.H. Clear	10	\$5,789	\$1,935	\$8,364	\$-6,429	0.000	-0.86
331		A&M Kingsvil	4	\$2,920	\$2,003	\$8,217	\$-6,215	0.000	-0.83
332	-	Texas Tech	18	\$7,652	\$8,826	\$14,589	\$-5,762	0.000	-0.77
333		A&M Corpus	11	\$5,903	\$4,216	\$9,771	\$-5,555	0.000	-0.74
334		Prairie View	6	\$3,722	\$2,723	\$8,258	\$-5,536	0.000	-0.74
335		U.T. Dallas	4	\$3,951	\$3,125	\$8,270	\$-5,145	0.003	-0.69
336		U.T. El Paso	9	\$7,902	\$3,474	\$8,471	\$-4,997	0.000	-0.67
337	-	U.H. Downtwn	1	\$4,810	\$28,400	\$33,086	\$-4,686	.	-0.63
338		Sul Ross Rio	7	\$6,503	\$4,007	\$8,400	\$-4,394	0.024	-0.59
339	-	Tarleton	13	\$6,356	\$7,425	\$11,721	\$-4,296	0.004	-0.57
340		U.T. Permian	5	\$6,333	\$4,340	\$8,391	\$-4,051	0.247	-0.54
341		Texas A&M	14	\$9,750	\$7,346	\$11,237	\$-3,890	0.001	-0.52
342	-	U.T. Austin	42	\$11,530	\$13,549	\$17,224	\$-3,674	0.000	-0.49
343		S. F. Austin	11	\$7,792	\$6,637	\$10,227	\$-3,590	0.055	-0.48
344	-	Sam Houston	9	\$7,694	\$9,714	\$12,927	\$-3,212	0.033	-0.43
345	-	U.T. Browns	21	\$5,783	\$10,200	\$13,163	\$-2,964	0.107	-0.40
346		A&M Commerce	8	\$4,509	\$3,402	\$6,060	\$-2,658	0.113	-0.36
347		U.T. San Ant	31	\$9,280	\$8,981	\$11,619	\$-2,638	0.002	-0.35
348	-	U.T. Pan Am	20	\$6,150	\$6,545	\$8,979	\$-2,434	0.049	-0.33
349	-	W. Texas A&M	1	\$9,963	\$18,463	\$20,523	\$-2,060	.	-0.28
350	+	A&M Internat	3	\$9,220	\$6,517	\$8,539	\$-2,022	0.618	-0.27
351	-	Lamar	5	\$9,722	\$12,783	\$14,732	\$-1,949	0.638	-0.26
352	+	U. Houston	12	\$9,057	\$5,780	\$7,536	\$-1,756	0.399	-0.23
353	-	U.T. Tyler	13	\$8,483	\$16,224	\$16,590	\$-366	0.845	-0.05
354	-	Texas Womans	9	\$5,153	\$7,657	\$7,668	\$-11	0.997	-0.00
355	-	U. North Tx	14	\$7,202	\$9,274	\$8,259	\$1,015	0.433	0.14
356	-	Texas Southr	2	\$2,918	\$9,689	\$8,217	\$1,471	0.892	0.20
357	-	Southwest Tx	14	\$8,076	\$16,052	\$13,403	\$2,649	0.094	0.35
358	-	Sul Ross	7	\$5,521	\$17,582	\$14,092	\$3,490	0.395	0.47
359	-	Midwestern	2	\$5,583	\$22,816	\$16,062	\$6,754	0.698	0.90
360		U.T. Arling	4	\$9,276	\$15,797	\$8,542	\$7,256	0.300	0.97

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----- Maximum Level=Taught at upper level Funding Discipline=Agriculture -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
361	-	A&M Commerce	3	\$8,937	\$17,537	\$20,764	\$-3,227	0.300	-0.43
362	-	Tarleton	11	\$15,488	\$20,150	\$23,231	\$-3,081	0.072	-0.41
363	-	A&M Kingsvil	6	\$6,106	\$13,549	\$16,074	\$-2,525	0.196	-0.34
364	-	W. Texas A&M	4	\$11,494	\$14,143	\$15,496	\$-1,353	0.747	-0.18
365	-	Southwest Tx	5	\$13,294	\$24,666	\$24,823	\$-157	0.953	-0.02
366	-	S. F. Austin	5	\$5,807	\$16,038	\$16,115	\$-76	0.966	-0.01
367	-	Sul Ross	2	\$4,155	\$20,742	\$20,666	\$76	0.995	0.01
368	-	Texas A&M	52	\$10,064	\$17,275	\$16,428	\$847	0.428	0.11
369	-	Prairie View	4	\$3,661	\$18,580	\$17,435	\$1,145	0.875	0.15
370	-	Texas Tech	10	\$7,019	\$19,750	\$17,845	\$1,905	0.426	0.25
371	-	Angelo St	1	\$2,281	\$18,274	\$15,614	\$2,660	.	0.36
372	+	Sam Houston	3	\$23,287	\$14,340	\$9,257	\$5,083	0.004	0.68
373	-	A&M Galvest	1	\$3,345	\$22,500	\$8,239	\$14,261	.	1.91

----- Maximum Level=Taught at upper level Funding Discipline=Engineering -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
374		U.H. Downtwn	1	\$4,962	\$1,700	\$8,321	\$-6,621	.	-0.89
375		Lamar	4	\$4,031	\$1,990	\$8,274	\$-6,284	0.000	-0.84
376	+	U.T. El Paso	10	\$14,374	\$10,962	\$11,538	\$-577	0.720	-0.08
377	+	Southwest Tx	5	\$15,859	\$10,403	\$10,365	\$38	0.982	0.01
378	-	U. Houston	35	\$9,323	\$16,443	\$15,676	\$767	0.553	0.10
379	-	Texas A&M	96	\$9,627	\$18,013	\$16,298	\$1,716	0.046	0.23
380	-	U.T. Austin	39	\$18,638	\$20,901	\$18,928	\$1,972	0.315	0.26
381	-	Prairie View	24	\$10,817	\$22,645	\$20,451	\$2,194	0.147	0.29
382	-	Texas Tech	25	\$9,148	\$21,358	\$18,742	\$2,616	0.161	0.35
383	+	U.T. Dallas	11	\$20,558	\$14,245	\$11,605	\$2,640	0.505	0.35
384	-	U.T. Arling	22	\$11,114	\$20,748	\$17,924	\$2,823	0.028	0.38
385	-	U.T. San Ant	26	\$12,965	\$18,204	\$14,483	\$3,721	0.003	0.50
386	-	U.T. Pan Am	7	\$17,657	\$28,043	\$24,236	\$3,807	0.000	0.51
387	-	A&M Kingsvil	9	\$11,477	\$26,606	\$22,607	\$3,999	0.110	0.53
388	-	U.T. Tyler	8	\$5,454	\$26,507	\$22,330	\$4,177	0.000	0.56
389	-	A&M Galvest	6	\$12,744	\$24,705	\$17,408	\$7,297	0.060	0.98
390		U.H. Clear	2	\$24,036	\$30,864	\$21,681	\$9,182	0.176	1.23
391		U. North Tx	1	\$20,780	\$35,607	\$9,129	\$26,478	.	3.54

----- Maximum Level=Taught at upper level Funding Discipline=Home Economics -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
392		A&M Texarkan	2	\$4,917	\$1,500	\$8,319	\$-6,819	0.011	-0.91
393	-	Tarleton	4	\$7,340	\$16,352	\$21,477	\$-5,126	0.024	-0.69
394	-	S. F. Austin	5	\$8,574	\$14,038	\$18,436	\$-4,399	0.000	-0.59
395	+	U.H. Clear	1	\$13,112	\$4,336	\$8,737	\$-4,401	.	-0.59
396	+	Texas Tech	29	\$16,514	\$11,109	\$14,513	\$-3,404	0.000	-0.46
397	+	Texas A&M	4	\$10,490	\$6,326	\$8,929	\$-2,603	0.029	-0.35
398	-	A&M Kingsvil	1	\$437	\$31,496	\$32,863	\$-1,367	.	-0.18
399	-	Southwest Tx	8	\$18,288	\$23,085	\$24,073	\$-989	0.470	-0.13
400	-	U. North Tx	12	\$9,091	\$10,565	\$10,523	\$42	0.981	0.01
401	-	U.T. Austin	16	\$8,323	\$16,685	\$16,186	\$499	0.669	0.07

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---- Maximum Level=Taught at upper level Funding Discipline=Home Economics ----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
402	-	Texas Southr	3	\$8,427	\$14,210	\$13,638	\$572	0.881	0.08
403	+	U. Houston	3	\$12,564	\$10,934	\$8,709	\$2,225	0.649	0.30
404	-	Sam Houston	2	\$13,538	\$17,055	\$14,732	\$2,323	0.638	0.31
405	-	Texas Womans	4	\$9,251	\$14,884	\$10,035	\$4,849	0.160	0.65
406	-	Prairie View	1	\$2,477	\$32,658	\$23,613	\$9,045	.	1.21

---- Maximum Level=Taught at upper level Funding Discipline=Social Services ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
407		A&M Corpus	1	\$8,697	\$8,250	\$15,942	\$-7,692	.	-1.03
408	-	Texas Southr	5	\$9,542	\$14,521	\$20,677	\$-6,157	0.107	-0.82
409	-	Texas Tech	2	\$21,376	\$23,610	\$29,380	\$-5,770	0.036	-0.77
410	+	W. Texas A&M	1	\$16,834	\$3,200	\$8,927	\$-5,727	.	-0.77
411		Lamar	4	\$14,897	\$11,739	\$15,670	\$-3,931	0.003	-0.53
412		Midwestern	4	\$18,571	\$17,258	\$21,182	\$-3,924	0.219	-0.52
413	+	Prairie View	1	\$13,841	\$5,000	\$8,775	\$-3,775	.	-0.50
414	+	U.T. Permian	1	\$11,784	\$5,200	\$8,670	\$-3,470	.	-0.46
415	-	A&M Kingsvil	1	\$8,697	\$18,162	\$20,458	\$-2,296	.	-0.31
416	+	U.T. Austin	5	\$16,104	\$14,246	\$16,081	\$-1,835	0.618	-0.25
417	-	Texas Womans	3	\$19,056	\$19,626	\$20,987	\$-1,361	0.169	-0.18
418	-	U.T. El Paso	7	\$11,349	\$15,900	\$17,180	\$-1,280	0.281	-0.17
419	-	Tarleton	5	\$14,298	\$16,178	\$17,243	\$-1,065	0.537	-0.14
420	-	S. F. Austin	8	\$10,743	\$14,076	\$15,134	\$-1,057	0.685	-0.14
421	+	U.T. Pan Am	3	\$13,302	\$10,778	\$8,747	\$2,031	0.696	0.27
422	-	U.T. Arling	2	\$4,349	\$22,750	\$20,676	\$2,074	0.844	0.28
423	-	A&M Commerce	6	\$13,890	\$17,937	\$13,917	\$4,021	0.221	0.54
424		Southwest Tx	4	\$12,432	\$16,335	\$11,689	\$4,645	0.150	0.62
425		U. North Tx	3	\$14,558	\$20,149	\$13,951	\$6,199	0.068	0.83

---- Maximum Level=Taught at upper level Funding Discipline=Library Science ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
426	+	U.T. Austin	2	\$22,880	\$5,125	\$14,038	\$-8,913	0.012	-1.19
427	-	Sam Houston	2	\$1,662	\$1,953	\$8,153	\$-6,200	0.005	-0.83
428	+	Texas Womans	1	\$2,937	\$2,028	\$2,249	\$-221	.	-0.03

---- Maximum Level=Taught at upper level Funding Discipline=Vocation Traing ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
429	-	Tarleton	1	\$18,013	\$19,500	\$20,934	\$-1,434	.	-0.19

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---- Maximum Level=Taught at upper level Funding Discipline=Physical Traing ----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
430 - S. F. Austin	4	\$11,132	\$14,428	\$19,310	\$-4,883	0.171		-0.65

---- Maximum Level=Taught at upper level Funding Discipline=Health Services ----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
431	Texas Tech	2	\$7,475	\$3,000	\$13,252	\$-10,252	0.012	-1.37
432	A&M Commerce	3	\$3,290	\$900	\$8,236	\$-7,336	0.001	-0.98
433	U.H. Clear	3	\$8,306	\$1,934	\$8,492	\$-6,558	0.000	-0.88
434 +	U.T. San Ant	1	\$18,154	\$2,500	\$8,995	\$-6,495	.	-0.87
435 -	Texas A&M	7	\$19,177	\$26,086	\$30,207	\$-4,122	0.026	-0.55
436 -	Texas Southr	13	\$4,828	\$9,498	\$12,977	\$-3,479	0.095	-0.47
437 +	Sam Houston	6	\$15,570	\$14,099	\$14,983	\$-884	0.764	-0.12
438 +	Lamar	6	\$21,359	\$20,641	\$21,077	\$-436	0.853	-0.06
439 -	Tarleton	15	\$8,604	\$17,621	\$17,781	\$-160	0.877	-0.02
440 -	Midwestern	16	\$18,113	\$20,230	\$19,780	\$451	0.563	0.06
441 +	U. North Tx	11	\$11,023	\$8,229	\$7,003	\$1,227	0.607	0.16
442 -	A&M Internat	6	\$10,388	\$23,045	\$21,702	\$1,343	0.472	0.18
443 -	U.T. Austin	21	\$11,923	\$15,441	\$13,479	\$1,962	0.044	0.26
444 -	A&M Corpus	13	\$11,874	\$16,710	\$14,722	\$1,988	0.358	0.27
445 -	S. F. Austin	11	\$14,324	\$18,409	\$15,964	\$2,445	0.039	0.33
446 -	Texas Womans	99	\$11,052	\$13,573	\$11,098	\$2,475	0.000	0.33
447 -	U.T. Pan Am	20	\$18,232	\$22,725	\$20,239	\$2,486	0.014	0.33
448 -	Southwest Tx	22	\$14,144	\$19,240	\$16,609	\$2,631	0.131	0.35
449 +	U.T. El Paso	22	\$19,670	\$18,434	\$14,858	\$3,576	0.010	0.48
450 +	U.T. Arling	22	\$32,171	\$16,840	\$12,425	\$4,415	0.001	0.59
451 +	U.T. Tyler	14	\$17,306	\$16,987	\$12,365	\$4,622	0.024	0.62
452 -	U.T. Browns	3	\$10,481	\$22,978	\$17,725	\$5,254	0.455	0.70
453 -	Prairie View	27	\$11,397	\$17,452	\$11,852	\$5,601	0.000	0.75
454 -	Angelo St	5	\$7,273	\$24,053	\$17,691	\$6,362	0.088	0.85
455 -	A&M Kingsvil	1	\$3,249	\$14,625	\$8,234	\$6,391	.	0.85
456 -	W. Texas A&M	20	\$12,663	\$18,348	\$9,909	\$8,439	0.000	1.13
457 -	U. Houston	3	\$7,950	\$17,858	\$8,474	\$9,384	0.575	1.26

----- Maximum Level=Taught at upper level Funding Discipline=Pharmacy -----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
458 +	Texas Southr	5	\$32,219	\$20,463	\$29,531	\$-9,068	0.040	-1.21
459 -	U.T. Austin	5	\$9,539	\$24,177	\$17,118	\$7,060	0.105	0.94
460 -	U. Houston	11	\$11,702	\$32,309	\$19,311	\$12,998	0.000	1.74

---- Maximum Level=Taught at upper level Funding Discipline=Business Admin ----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
461	Sul Ross Rio	4	\$2,976	\$2,130	\$8,220	\$-6,090	0.000	-0.81
462 -	Sul Ross	2	\$5,414	\$11,327	\$16,054	\$-4,727	0.192	-0.63
463 -	U.H. Victor	10	\$6,439	\$8,053	\$11,481	\$-3,428	0.099	-0.46
464 -	Texas Womans	10	\$4,116	\$6,421	\$9,820	\$-3,399	0.027	-0.45

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---- Maximum Level=Taught at upper level Funding Discipline=Business Admin -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
465	-	Angelo St	13	\$14,898	\$20,991	\$24,082	\$-3,090	0.135	-0.41
466	-	Tarleton	33	\$11,689	\$12,304	\$15,245	\$-2,940	0.000	-0.39
467	A&M Commerce	10	\$10,010	\$7,960	\$10,459	\$-2,500	0.198	-0.33	
468	-	A&M Texarkan	5	\$6,457	\$6,482	\$8,398	\$-1,916	0.694	-0.26
469	-	W. Texas A&M	13	\$12,182	\$13,197	\$15,073	\$-1,875	0.487	-0.25
470	-	U.T. Tyler	13	\$9,351	\$10,361	\$11,370	\$-1,009	0.612	-0.13
471	-	Midwestern	15	\$16,209	\$19,815	\$20,023	\$-208	0.852	-0.03
472	-	U.H. Downtwn	58	\$11,421	\$16,528	\$16,067	\$461	0.577	0.06
473	-	U.H. Clear	17	\$13,771	\$15,251	\$14,406	\$844	0.701	0.11
474	-	Lamar	17	\$15,516	\$25,321	\$24,246	\$1,074	0.628	0.14
475	-	U.T. Browns	10	\$10,371	\$18,412	\$17,154	\$1,258	0.652	0.17
476	-	A&M Internat	8	\$8,869	\$16,970	\$15,472	\$1,498	0.617	0.20
477	-	A&M Kingsvil	8	\$15,096	\$23,832	\$21,873	\$1,959	0.270	0.26
478	-	U.T. Permian	9	\$8,505	\$17,606	\$15,623	\$1,983	0.473	0.27
479	+	Texas Tech	37	\$31,135	\$15,653	\$13,519	\$2,134	0.081	0.29
480	-	Texas Southr	14	\$12,312	\$21,104	\$18,890	\$2,214	0.269	0.30
481	-	S. F. Austin	26	\$17,432	\$24,488	\$22,169	\$2,319	0.034	0.31
482	-	U.T. Pan Am	24	\$12,749	\$20,399	\$17,654	\$2,745	0.032	0.37
483	Texas A&M	80	\$22,914	\$22,947	\$19,844	\$3,103	0.001	0.42	
484	+	U.T. El Paso	25	\$18,287	\$17,968	\$14,745	\$3,223	0.028	0.43
485	A&M Galvest	5	\$10,977	\$11,949	\$8,628	\$3,320	0.664	0.44	
486	-	A&M Corpus	9	\$16,365	\$24,196	\$20,587	\$3,609	0.289	0.48
487	-	Prairie View	7	\$11,134	\$18,700	\$14,748	\$3,952	0.207	0.53
488	+	U.T. Arling	64	\$18,581	\$14,007	\$9,994	\$4,014	0.001	0.54
489	U.T. San Ant	53	\$16,479	\$17,601	\$13,409	\$4,192	0.002	0.56	
490	U.T. Austin	49	\$21,683	\$21,710	\$16,875	\$4,835	0.001	0.65	
491	+	U. Houston	53	\$17,780	\$16,370	\$11,495	\$4,874	0.000	0.65
492	Sam Houston	38	\$20,300	\$24,164	\$19,045	\$5,119	0.000	0.68	
493	Southwest Tx	36	\$21,591	\$23,580	\$17,624	\$5,955	0.000	0.80	
494	-	U. North Tx	40	\$18,381	\$25,411	\$18,839	\$6,572	0.000	0.88
495	U.T. Dallas	9	\$15,832	\$16,325	\$8,878	\$7,447	0.077	1.00	

---- Maximum Level=Taught at upper level Funding Discipline=Teach Ed Pract -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
496	Texas A&M	33	\$8,947	\$7,778	\$14,621	\$-6,843	0.000	-0.92	
497	U.H. Victor	7	\$2,672	\$1,690	\$8,205	\$-6,515	0.000	-0.87	
498	Midwestern	10	\$2,151	\$1,745	\$8,178	\$-6,433	0.000	-0.86	
499	Angelo St	11	\$5,186	\$4,275	\$10,585	\$-6,310	0.010	-0.84	
500	U.T. Dallas	4	\$2,455	\$2,100	\$8,193	\$-6,093	0.000	-0.82	
501	Tarleton	2	\$4,442	\$2,500	\$8,295	\$-5,795	0.048	-0.78	
502	Sam Houston	23	\$6,109	\$4,734	\$10,089	\$-5,355	0.000	-0.72	
503	U.T. Tyler	13	\$3,471	\$2,960	\$8,245	\$-5,285	0.001	-0.71	
504	+	U.T. El Paso	8	\$11,632	\$5,625	\$10,589	\$-4,964	0.000	-0.66
505	+	Texas Tech	7	\$23,614	\$12,866	\$17,616	\$-4,750	0.005	-0.64
506	U.H. Clear	16	\$7,306	\$5,290	\$9,989	\$-4,699	0.000	-0.63	
507	U. Houston	25	\$4,358	\$3,602	\$8,052	\$-4,449	0.000	-0.60	
508	U.T. Arling	9	\$7,456	\$4,328	\$8,449	\$-4,121	0.025	-0.55	
509	U. North Tx	36	\$5,267	\$5,239	\$9,288	\$-4,049	0.000	-0.54	
510	U.T. Austin	6	\$11,223	\$9,432	\$13,443	\$-4,011	0.102	-0.54	

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---- Maximum Level=Taught at upper level Funding Discipline=Teach Ed Pract -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
511		S. F. Austin	15	\$7,544	\$5,581	\$9,444	\$-3,863	0.013	-0.52
512	-	A&M Corpus	16	\$5,421	\$7,762	\$11,548	\$-3,786	0.000	-0.51
513		Texas Southr	9	\$11,716	\$8,873	\$12,648	\$-3,775	0.030	-0.50
514		U.T. San Ant	18	\$5,507	\$4,993	\$8,349	\$-3,357	0.000	-0.45
515	+	U.T. Pan Am	12	\$12,489	\$8,462	\$11,766	\$-3,303	0.053	-0.44
516		A&M Commerce	23	\$5,845	\$5,550	\$8,626	\$-3,077	0.000	-0.41
517	-	Southwest Tx	14	\$6,079	\$6,343	\$8,909	\$-2,566	0.048	-0.34
518	-	Texas Womans	9	\$4,442	\$6,180	\$8,295	\$-2,115	0.484	-0.28
519	-	Lamar	4	\$5,728	\$18,897	\$20,747	\$-1,849	0.781	-0.25
520	-	Prairie View	2	\$5,611	\$6,712	\$8,355	\$-1,643	0.513	-0.22
521	-	A&M Texarkan	3	\$5,767	\$7,183	\$8,363	\$-1,179	0.853	-0.16
522	+	W. Texas A&M	12	\$8,222	\$6,841	\$7,990	\$-1,149	0.569	-0.15
523	-	A&M Kingsvil	12	\$7,618	\$10,596	\$11,444	\$-848	0.473	-0.11
524	-	A&M Internat	6	\$13,833	\$20,409	\$19,620	\$790	0.168	0.11
525	-	U.H. Downtwn	5	\$7,949	\$15,096	\$13,835	\$1,261	0.548	0.17
526	-	Sul Ross	3	\$2,806	\$11,458	\$8,211	\$3,247	0.761	0.43
527	-	U.T. Browns	1	\$5,144	\$12,598	\$8,331	\$4,267	.	0.57

----- Maximum Level=Taught at upper level Funding Discipline=Technology -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
528		U.T. Browns	2	\$4,580	\$4,108	\$16,011	\$-11,903	0.256	-1.59
529		U.T. Tyler	3	\$4,609	\$1,600	\$8,303	\$-6,703	0.000	-0.90
530		U.H. Clear	2	\$3,226	\$1,600	\$8,233	\$-6,633	0.008	-0.89
531		W. Texas A&M	3	\$5,382	\$3,067	\$8,343	\$-5,276	0.062	-0.71
532	-	U.H. Downtwn	7	\$11,315	\$11,442	\$14,758	\$-3,316	0.072	-0.44
533		Prairie View	3	\$20,653	\$19,000	\$22,226	\$-3,226	0.306	-0.43
534	-	Sam Houston	3	\$17,070	\$19,161	\$22,336	\$-3,175	0.436	-0.42
535	+	U.T. El Paso	1	\$11,677	\$6,598	\$8,664	\$-2,066	.	-0.28
536	-	A&M Kingsvil	2	\$9,308	\$14,225	\$16,253	\$-2,028	0.396	-0.27
537	-	Texas Tech	8	\$13,595	\$22,425	\$23,826	\$-1,401	0.268	-0.19
538	-	Sul Ross	1	\$7,247	\$22,954	\$23,857	\$-903	.	-0.12
539	-	Southwest Tx	7	\$13,236	\$16,729	\$17,528	\$-799	0.709	-0.11
540	+	Tarleton	3	\$24,530	\$16,069	\$16,750	\$-681	0.164	-0.09
541	-	Texas A&M	32	\$14,385	\$19,400	\$19,373	\$27	0.982	0.00
542	-	S. F. Austin	1	\$14,498	\$20,876	\$20,754	\$122	.	0.02
543	-	U. Houston	13	\$13,712	\$16,560	\$15,989	\$571	0.804	0.08
544	-	Texas Southr	4	\$15,130	\$21,958	\$18,888	\$3,070	0.561	0.41
545	-	A&M Commerce	6	\$9,957	\$19,634	\$14,696	\$4,938	0.181	0.66
546	-	U. North Tx	3	\$13,091	\$29,272	\$16,701	\$12,571	0.168	1.68

----- Maximum Level=Taught at master level Funding Discipline=Liberal Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
547		U.T. Browns	15	\$15,160	\$14,245	\$22,353	\$-8,108	0.001	-1.08
548	-	Texas A&M	17	\$17,428	\$24,045	\$30,410	\$-6,365	0.000	-0.85
549	-	Lamar	26	\$16,460	\$19,751	\$25,570	\$-5,819	0.000	-0.78
550	-	A&M Kingsvil	33	\$18,523	\$20,806	\$26,268	\$-5,462	0.000	-0.73

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----- Maximum Level=Taught at master level Funding Discipline=Liberal Arts -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
551	-	Tarleton	16	\$19,263	\$22,114	\$27,532	\$-5,418	0.001	-0.72
552	-	Texas Tech	31	\$18,765	\$25,822	\$30,563	\$-4,741	0.000	-0.63
553	-	Sul Ross Rio	2	\$15,110	\$22,504	\$27,199	\$-4,695	0.027	-0.63
554	-	Sul Ross	13	\$20,115	\$22,128	\$25,924	\$-3,796	0.045	-0.51
555	-	S. F. Austin	31	\$17,523	\$23,831	\$27,597	\$-3,767	0.000	-0.50
556	-	W. Texas A&M	31	\$20,606	\$21,542	\$25,296	\$-3,754	0.001	-0.50
557	-	Texas Southr	21	\$19,166	\$19,791	\$23,366	\$-3,575	0.090	-0.48
558	-	U.T. Austin	16	\$14,537	\$26,787	\$30,339	\$-3,552	0.004	-0.48
559	+	A&M Corpus	31	\$25,547	\$22,219	\$25,420	\$-3,201	0.000	-0.43
560	+	U.H. Victor	8	\$25,544	\$21,354	\$23,576	\$-2,222	0.261	-0.30
561	-	U.T. Tyler	31	\$17,704	\$20,131	\$22,041	\$-1,910	0.056	-0.26
562	+	U.H. Clear	56	\$29,703	\$18,082	\$19,990	\$-1,907	0.005	-0.26
563	+	A&M Texarkan	7	\$32,796	\$22,003	\$23,898	\$-1,895	0.576	-0.25
564	-	Angelo St	15	\$24,930	\$27,164	\$29,054	\$-1,890	0.156	-0.25
565	-	U.T. El Paso	74	\$16,279	\$24,104	\$25,865	\$-1,761	0.000	-0.24
566	-	U.T. Permian	14	\$20,803	\$23,135	\$24,880	\$-1,745	0.207	-0.23
567	-	Southwest Tx	119	\$20,981	\$24,350	\$26,048	\$-1,698	0.000	-0.23
568	-	Midwestern	25	\$19,444	\$23,747	\$25,202	\$-1,455	0.164	-0.19
569	-	U.T. Pan Am	51	\$19,704	\$22,909	\$24,314	\$-1,405	0.021	-0.19
570	-	Sam Houston	38	\$21,427	\$24,850	\$26,005	\$-1,155	0.176	-0.15
571	-	A&M Internat	22	\$17,414	\$22,155	\$23,048	\$-893	0.253	-0.12
572	-	U. Houston	51	\$20,553	\$22,620	\$23,263	\$-643	0.446	-0.09
573	-	U.T. Arling	35	\$13,895	\$21,718	\$22,357	\$-640	0.496	-0.09
574	-	U.T. San Ant	67	\$16,875	\$24,301	\$24,752	\$-450	0.203	-0.06
575	-	A&M Commerce	25	\$16,144	\$24,859	\$24,448	\$411	0.674	0.05
576	-	U. North Tx	66	\$22,531	\$23,961	\$23,322	\$640	0.182	0.09
577	-	Texas Womans	10	\$17,576	\$22,969	\$22,208	\$761	0.768	0.10
578	+	Prairie View	13	\$41,948	\$21,235	\$18,535	\$2,700	0.551	0.36
579	-	U.T. Dallas	5	\$6,844	\$20,220	\$8,418	\$11,802	0.340	1.58

----- Maximum Level=Taught at master level Funding Discipline=Science -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
580	-	U.T. Browns	1	\$21,668	\$25,282	\$33,947	\$-8,665	.	-1.16
581	W.	Texas A&M	13	\$25,882	\$22,381	\$26,871	\$-4,490	0.007	-0.60
582	-	U.T. Tyler	9	\$15,506	\$22,999	\$27,088	\$-4,089	0.001	-0.55
583	-	Angelo St	5	\$21,974	\$24,776	\$28,832	\$-4,056	0.049	-0.54
584	+	Lamar	14	\$29,370	\$24,589	\$27,334	\$-2,746	0.060	-0.37
585	-	A&M Kingsvil	15	\$16,965	\$23,491	\$26,082	\$-2,591	0.007	-0.35
586	-	S. F. Austin	25	\$21,939	\$24,250	\$26,820	\$-2,570	0.000	-0.34
587	-	Tarleton	7	\$23,602	\$24,792	\$27,212	\$-2,421	0.056	-0.32
588	-	Prairie View	3	\$19,021	\$24,020	\$26,418	\$-2,399	0.209	-0.32
589	-	U.T. Permian	5	\$16,273	\$25,355	\$27,364	\$-2,009	0.035	-0.27
590	-	Texas Tech	1	\$16,419	\$23,722	\$25,655	\$-1,933	.	-0.26
591	-	Texas Southr	6	\$17,462	\$25,374	\$26,917	\$-1,543	0.545	-0.21
592	-	U.T. Austin	1	\$17,076	\$37,800	\$38,514	\$-714	.	-0.10
593	-	U.T. Arling	8	\$18,234	\$26,109	\$26,733	\$-624	0.750	-0.08
594	-	U.T. San Ant	18	\$15,275	\$20,280	\$20,578	\$-298	0.841	-0.04
595	-	U.T. Pan Am	17	\$21,419	\$26,063	\$26,157	\$-94	0.956	-0.01
596	-	U.T. El Paso	20	\$15,659	\$23,613	\$23,270	\$343	0.810	0.05

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----- Maximum Level=Taught at master level Funding Discipline=Science -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
597	+	U.T. Dallas	3	\$18,545	\$14,499	\$14,154	\$345	0.928	0.05
598		Southwest Tx	44	\$25,734	\$25,820	\$25,251	\$569	0.423	0.08
599		A&M Corpus	18	\$21,608	\$21,696	\$21,084	\$612	0.721	0.08
600	-	Sul Ross	7	\$18,217	\$26,541	\$25,601	\$940	0.772	0.13
601	+	A&M Commerce	20	\$39,878	\$20,410	\$19,457	\$953	0.484	0.13
602	+	U.H. Clear	22	\$29,452	\$22,876	\$21,745	\$1,131	0.343	0.15
603	-	Texas Womans	3	\$9,876	\$17,368	\$15,704	\$1,664	0.395	0.22
604	-	Sam Houston	15	\$20,140	\$25,404	\$23,172	\$2,232	0.165	0.30
605	-	U. North Tx	12	\$19,423	\$28,621	\$25,516	\$3,104	0.069	0.42
606	-	Texas A&M	4	\$32,033	\$39,751	\$36,071	\$3,679	0.657	0.49
607	-	Midwestern	9	\$23,515	\$30,016	\$26,262	\$3,754	0.111	0.50
608		U. Houston	4	\$25,119	\$31,518	\$23,901	\$7,617	0.048	1.02

----- Maximum Level=Taught at master level Funding Discipline=Fine Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
609	-	U.T. Browns	1	\$7,087	\$24,572	\$33,202	\$-8,630	.	-1.15
610	-	Lamar	11	\$12,693	\$17,825	\$23,171	\$-5,346	0.000	-0.72
611	-	A&M Corpus	6	\$17,412	\$24,903	\$29,601	\$-4,698	0.201	-0.63
612		A&M Kingsvil	5	\$26,456	\$22,680	\$26,981	\$-4,301	0.030	-0.58
613	-	Southwest Tx	17	\$15,977	\$22,005	\$26,277	\$-4,273	0.004	-0.57
614	-	Sul Ross	4	\$19,982	\$21,458	\$25,109	\$-3,651	0.156	-0.49
615	-	U.T. Austin	7	\$16,518	\$21,592	\$25,071	\$-3,479	0.147	-0.47
616	-	W. Texas A&M	17	\$16,399	\$20,828	\$24,291	\$-3,463	0.027	-0.46
617	-	Texas Southr	3	\$3,878	\$10,235	\$13,406	\$-3,171	0.505	-0.42
618	-	Texas Womans	16	\$14,931	\$21,289	\$24,420	\$-3,131	0.052	-0.42
619	-	S. F. Austin	23	\$16,785	\$23,151	\$26,261	\$-3,111	0.028	-0.42
620	-	U.T. Tyler	7	\$9,485	\$16,156	\$18,699	\$-2,543	0.315	-0.34
621	-	U.T. San Ant	22	\$16,206	\$22,301	\$24,706	\$-2,405	0.170	-0.32
622	-	U.H. Clear	2	\$18,142	\$19,435	\$21,380	\$-1,946	0.215	-0.26
623	-	U.T. Pan Am	8	\$23,026	\$24,722	\$25,808	\$-1,087	0.461	-0.15
624	-	U.T. El Paso	22	\$10,033	\$18,443	\$18,769	\$-326	0.830	-0.04
625	-	Sam Houston	13	\$16,989	\$20,739	\$20,447	\$293	0.770	0.04
626	+	U. Houston	33	\$29,188	\$19,751	\$19,449	\$302	0.774	0.04
627	+	U. North Tx	11	\$25,119	\$23,452	\$22,404	\$1,048	0.615	0.14
628	-	A&M Commerce	17	\$12,189	\$19,291	\$16,129	\$3,162	0.127	0.42

----- Maximum Level=Taught at master level Funding Discipline=Teacher Ed -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
629		A&M Texarkan	5	\$7,198	\$2,608	\$8,436	\$-5,828	0.000	-0.78
630	-	Texas Tech	1	\$10,212	\$19,833	\$25,338	\$-5,505	.	-0.74
631	-	U.T. Tyler	11	\$12,430	\$14,772	\$19,348	\$-4,576	0.000	-0.61
632		A&M Kingsvil	16	\$11,028	\$9,726	\$14,185	\$-4,458	0.000	-0.60
633	-	U.H. Victor	12	\$13,083	\$13,520	\$17,916	\$-4,395	0.000	-0.59
634	+	A&M Commerce	41	\$11,040	\$5,487	\$9,506	\$-4,019	0.000	-0.54
635		Angelo St	4	\$18,199	\$18,104	\$22,031	\$-3,928	0.031	-0.53
636	+	U.T. Permian	7	\$19,647	\$13,096	\$16,890	\$-3,793	0.007	-0.51

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----- Maximum Level=Taught at master level Funding Discipline=Teacher Ed -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
637	+	U. Houston	6	\$12,400	\$4,923	\$8,701	\$-3,778	0.160	-0.51
638	-	Midwestern	9	\$11,339	\$16,250	\$19,945	\$-3,695	0.033	-0.49
639	-	A&M Corpus	34	\$10,609	\$12,002	\$15,676	\$-3,674	0.000	-0.49
640	-	Sul Ross Rio	4	\$13,421	\$17,734	\$21,139	\$-3,405	0.076	-0.46
641	U.	North Tx	3	\$6,713	\$5,145	\$8,411	\$-3,266	0.367	-0.44
642	U.T.	Arling	22	\$8,957	\$8,516	\$11,438	\$-2,922	0.040	-0.39
643	-	Tarleton	21	\$15,218	\$18,388	\$21,267	\$-2,880	0.022	-0.39
644	-	Texas Southr	10	\$7,908	\$12,542	\$14,978	\$-2,436	0.219	-0.33
645	-	U.H. Clear	37	\$12,334	\$12,877	\$15,233	\$-2,356	0.016	-0.32
646	-	U.T. Browns	17	\$15,413	\$18,460	\$20,777	\$-2,317	0.185	-0.31
647	-	S. F. Austin	23	\$14,495	\$19,772	\$21,890	\$-2,118	0.065	-0.28
648	+	Sul Ross	6	\$27,452	\$18,160	\$19,976	\$-1,816	0.458	-0.24
649	-	Sam Houston	16	\$11,683	\$21,615	\$23,398	\$-1,783	0.168	-0.24
650	U.T.	El Paso	21	\$16,807	\$16,462	\$17,957	\$-1,496	0.136	-0.20
651	-	U.T. San Ant	41	\$12,676	\$16,805	\$18,221	\$-1,416	0.208	-0.19
652	-	Texas Womans	6	\$10,483	\$18,251	\$19,430	\$-1,179	0.659	-0.16
653	+	Prairie View	17	\$25,096	\$17,382	\$17,847	\$-465	0.763	-0.06
654	-	Lamar	13	\$9,560	\$19,068	\$19,402	\$-334	0.856	-0.04
655	-	U.T. Pan Am	30	\$16,786	\$18,095	\$18,158	\$-63	0.963	-0.01
656	-	Southwest Tx	33	\$12,534	\$18,554	\$17,931	\$623	0.680	0.08
657	-	W. Texas A&M	10	\$13,428	\$15,923	\$15,074	\$849	0.699	0.11
658	-	A&M Internat	10	\$12,283	\$20,757	\$19,882	\$875	0.548	0.12

----- Maximum Level=Taught at master level Funding Discipline=Agriculture -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
659	+	Sul Ross	4	\$27,178	\$17,948	\$22,270	\$-4,322	0.021	-0.58
660	A&M	Corpus	1	\$7,913	\$4,528	\$8,472	\$-3,944	.	-0.53
661	-	A&M Commerce	3	\$10,887	\$21,520	\$25,139	\$-3,618	0.119	-0.48
662	-	A&M Kingsvil	7	\$14,366	\$23,255	\$26,245	\$-2,989	0.045	-0.40
663	W.	Texas A&M	3	\$24,905	\$22,788	\$25,561	\$-2,773	0.070	-0.37
664	-	Tarleton	8	\$18,553	\$24,762	\$27,507	\$-2,746	0.035	-0.37
665	-	S. F. Austin	6	\$14,858	\$25,675	\$28,343	\$-2,669	0.223	-0.36
666	-	Texas Tech	3	\$25,093	\$29,057	\$31,530	\$-2,473	0.304	-0.33
667	Sam	Houston	5	\$25,898	\$25,785	\$27,856	\$-2,071	0.082	-0.28
668	-	Prairie View	5	\$13,629	\$24,509	\$26,017	\$-1,508	0.754	-0.20
669	-	Southwest Tx	1	\$18,563	\$21,456	\$20,962	\$494	.	0.07
670	+	Angelo St	2	\$48,162	\$35,814	\$30,622	\$5,192	0.002	0.69
671	Texas A&M		3	\$31,284	\$31,537	\$22,725	\$8,812	0.401	1.18

----- Maximum Level=Taught at master level Funding Discipline=Engineering -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
672	+	U.H. Clear	7	\$31,629	\$11,070	\$15,424	\$-4,354	0.087	-0.58
673	-	A&M Kingsvil	17	\$26,116	\$28,238	\$28,955	\$-716	0.445	-0.10
674	+	U.T. Arling	21	\$26,431	\$23,212	\$22,080	\$1,132	0.532	0.15
675	-	Texas A&M	3	\$14,856	\$32,355	\$31,008	\$1,347	0.769	0.18
676	-	Texas Tech	28	\$23,037	\$29,135	\$27,631	\$1,504	0.299	0.20

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----- Maximum Level=Taught at master level Funding Discipline=Engineering -----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
677	-	U.T. El Paso	17	\$23,241	\$30,591	\$28,808	\$1,783	0.091	0.24
678	-	Lamar	1	\$14,774	\$35,595	\$33,595	\$2,000	.	0.27
679		U. Houston	26	\$22,298	\$23,201	\$20,453	\$2,749	0.127	0.37
680	-	U.T. Tyler	1	\$6,295	\$24,412	\$20,336	\$4,076	.	0.55
681	-	U.T. San Ant	20	\$18,336	\$28,071	\$23,589	\$4,481	0.007	0.60
682	-	Prairie View	9	\$20,009	\$27,727	\$23,140	\$4,587	0.208	0.61
683	-	U.T. Austin	15	\$21,815	\$29,248	\$23,152	\$6,096	0.056	0.82
684	-	U.T. Pan Am	5	\$19,123	\$27,425	\$21,167	\$6,258	0.067	0.84

----- Maximum Level=Taught at master level Funding Discipline=Home Economics -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
685		U.T. Tyler	1	\$5,388	\$2,000	\$8,343	\$-6,343	.	-0.85
686		Texas Tech	1	\$21,602	\$19,936	\$25,919	\$-5,983	.	-0.80
687		U.H. Clear	1	\$5,388	\$2,787	\$8,343	\$-5,556	.	-0.74
688		S. F. Austin	3	\$29,916	\$24,848	\$30,092	\$-5,244	0.266	-0.70
689	+	Lamar	2	\$21,584	\$18,980	\$21,116	\$-2,136	0.027	-0.29
690	-	A&M Kingsvil	1	\$19,442	\$23,315	\$24,479	\$-1,164	.	-0.16
691	-	Southwest Tx	2	\$14,921	\$16,649	\$16,539	\$110	0.959	0.01
692	-	U. North Tx	5	\$12,837	\$26,841	\$24,624	\$2,217	0.151	0.30
693	-	Texas Southr	4	\$12,123	\$27,609	\$24,106	\$3,503	0.430	0.47
694	+	Prairie View	1	\$21,879	\$15,000	\$9,185	\$5,815	.	0.78

--- Maximum Level=Taught at master level Funding Discipline=Social Services ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
695	-	U.T. Pan Am	3	\$11,892	\$19,961	\$21,779	\$-1,818	0.503	-0.24
696	-	U.T. Arling	12	\$7,839	\$9,183	\$10,957	\$-1,775	0.272	-0.24
697	-	U. Houston	18	\$12,867	\$13,182	\$13,998	\$-816	0.539	-0.11
698	-	S. F. Austin	4	\$6,592	\$23,871	\$24,645	\$-774	0.848	-0.10
699	-	Southwest Tx	13	\$12,190	\$18,404	\$17,363	\$1,041	0.644	0.14

--- Maximum Level=Taught at master level Funding Discipline=Library Science ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
700	-	Sam Houston	6	\$13,665	\$17,006	\$20,025	\$-3,019	0.029	-0.40
701	-	Texas Tech	4	\$6,630	\$22,251	\$19,402	\$2,850	0.059	0.38
702	-	U. North Tx	5	\$5,937	\$16,751	\$10,760	\$5,991	0.173	0.80

--- Maximum Level=Taught at master level Funding Discipline=Health Services ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
703	+	U.H. Clear	5	\$16,619	\$9,162	\$12,000	\$-2,839	0.318	-0.38
704	+	Sam Houston	2	\$35,859	\$21,380	\$23,581	\$-2,202	0.481	-0.29

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--- Maximum Level=Taught at master level Funding Discipline=Health Services ---
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OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
705	-	A&M Kingsvil	5	\$18,319	\$20,547	\$21,820	\$-1,273	0.687	-0.17
706	-	U.T. Tyler	7	\$13,738	\$16,960	\$17,924	\$-964	0.627	-0.13
707	+	A&M Corpus	11	\$21,530	\$18,220	\$18,428	\$-207	0.914	-0.03
708	+	U. Houston	14	\$20,899	\$15,165	\$15,159	\$6	0.998	0.00
709	+	Texas Womans	89	\$21,374	\$16,800	\$16,477	\$323	0.623	0.04
710	-	Midwestern	7	\$18,609	\$26,918	\$26,243	\$676	0.859	0.09
711	+	S. F. Austin	8	\$23,669	\$15,902	\$14,624	\$1,278	0.587	0.17
712	+	Southwest Tx	30	\$22,232	\$20,625	\$19,007	\$1,618	0.159	0.22
713	-	U.T. Pan Am	14	\$18,806	\$23,156	\$20,875	\$2,281	0.193	0.31
714	+	U. North Tx	16	\$22,808	\$18,130	\$15,750	\$2,381	0.066	0.32
715	+	Lamar	8	\$18,329	\$15,607	\$12,788	\$2,819	0.292	0.38
716	-	U.T. El Paso	32	\$17,957	\$22,307	\$18,224	\$4,083	0.002	0.55
717	-	U.T. Arling	27	\$13,136	\$20,720	\$16,495	\$4,225	0.001	0.57
718	-	Angelo St	5	\$6,258	\$23,035	\$18,639	\$4,396	0.106	0.59
719	-	Prairie View	8	\$15,779	\$22,911	\$16,583	\$6,328	0.047	0.85
720	W.	Texas A&M	6	\$16,840	\$23,395	\$16,058	\$7,336	0.030	0.98

----- Maximum Level=Taught at master level Funding Discipline=Pharmacy -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
721		U.T. Austin	8	\$10,718	\$9,388	\$13,417	\$-4,030	0.298	-0.54
722	+	Texas Southr	10	\$35,958	\$25,031	\$22,373	\$2,658	0.144	0.36
723		U. Houston	7	\$26,569	\$29,783	\$16,873	\$12,911	0.017	1.73

---- Maximum Level=Taught at master level Funding Discipline=Business Admin ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
724	-	Sul Ross	4	\$11,527	\$24,785	\$33,429	\$-8,644	0.244	-1.16
725	+	W. Texas A&M	15	\$24,836	\$23,513	\$24,718	\$-1,205	0.349	-0.16
726	-	Lamar	10	\$18,669	\$25,646	\$26,533	\$-887	0.642	-0.12
727	+	Tarleton	11	\$27,574	\$25,014	\$25,648	\$-633	0.551	-0.08
728	+	U.H. Victor	10	\$24,116	\$17,890	\$17,249	\$640	0.797	0.09
729	-	Angelo St	8	\$23,973	\$30,743	\$29,688	\$1,055	0.627	0.14
730	-	Texas Southr	12	\$15,669	\$23,033	\$21,976	\$1,058	0.690	0.14
731	-	U.T. Browns	10	\$15,272	\$19,711	\$18,599	\$1,112	0.603	0.15
732	-	A&M Commerce	15	\$23,919	\$25,650	\$24,047	\$1,602	0.401	0.21
733		A&M Texarkan	6	\$27,408	\$28,572	\$26,414	\$2,158	0.462	0.29
734	-	A&M Kingsvil	8	\$16,636	\$31,493	\$28,579	\$2,914	0.101	0.39
735	-	Texas Womans	10	\$10,718	\$19,017	\$16,047	\$2,970	0.277	0.40
736	-	Midwestern	9	\$24,708	\$34,010	\$30,984	\$3,027	0.076	0.40
737	-	U.T. Tyler	12	\$14,571	\$27,779	\$24,690	\$3,089	0.085	0.41
738		U. North Tx	6	\$19,342	\$20,275	\$17,166	\$3,108	0.380	0.42
739	-	S. F. Austin	13	\$14,676	\$31,766	\$28,471	\$3,294	0.023	0.44
740	-	Prairie View	6	\$20,500	\$25,585	\$22,218	\$3,367	0.057	0.45
741	-	Southwest Tx	20	\$27,801	\$31,485	\$27,997	\$3,488	0.002	0.47
742	-	A&M Internat	15	\$20,780	\$29,005	\$24,684	\$4,321	0.002	0.58
743	-	Sul Ross Rio	3	\$12,441	\$28,584	\$24,122	\$4,462	0.323	0.60
744	+	U.H. Clear	46	\$28,154	\$26,503	\$21,775	\$4,729	0.000	0.63

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---- Maximum Level=Taught at master level Funding Discipline=Business Admin ----
 (continued)

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
745	-	A&M Corpus	16	\$16,869	\$31,664	\$26,825	\$4,838	0.008	0.65
746	+	U.T. Pan Am	9	\$29,986	\$29,280	\$23,840	\$5,441	0.008	0.73
747	-	U.T. Permian	8	\$14,262	\$27,895	\$21,286	\$6,609	0.000	0.88
748	-	Sam Houston	12	\$23,622	\$32,633	\$25,584	\$7,049	0.000	0.94
749	-	U.T. San Ant	36	\$21,236	\$30,014	\$22,649	\$7,365	0.000	0.99
750	U.	Houston	24	\$21,238	\$24,871	\$16,457	\$8,415	0.000	1.13
751	-	U.T. El Paso	17	\$20,972	\$36,301	\$26,837	\$9,464	0.000	1.27
752	-	Texas Tech	5	\$24,580	\$38,390	\$26,423	\$11,967	0.033	1.60
753	-	Texas A&M	6	\$27,736	\$45,340	\$31,665	\$13,675	0.061	1.83

----- Maximum Level=Taught at master level Funding Discipline=Technology -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
754	-	W. Texas A&M	2	\$2,857	\$13,440	\$20,600	\$-7,160	0.040	-0.96
755	U.T.	Tyler	1	\$24,274	\$22,608	\$24,726	\$-2,118	.	-0.28
756	U.	Houston	6	\$18,261	\$17,064	\$18,701	\$-1,636	0.254	-0.22
757	-	Texas Southr	2	\$8,296	\$25,754	\$26,851	\$-1,097	0.641	-0.15
758	-	Southwest Tx	3	\$21,674	\$25,780	\$24,593	\$1,187	0.239	0.16
759	-	Sam Houston	2	\$17,389	\$22,853	\$21,342	\$1,511	0.677	0.20
760	-	A&M Commerce	3	\$22,466	\$30,035	\$25,730	\$4,306	0.397	0.58
761	U.H.	Clear	1	\$30,847	\$32,090	\$25,061	\$7,029	.	0.94
762	-	U. North Tx	4	\$9,008	\$32,977	\$25,417	\$7,560	0.001	1.01
763	-	Texas Tech	1	\$12,485	\$47,577	\$38,280	\$9,297	.	1.24

---- Maximum Level=Taught at doctoral level Funding Discipline=Liberal Arts ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
764	+	A&M Commerce	13	\$39,322	\$23,372	\$27,891	\$-4,520	0.001	-0.60
765	+	S. F. Austin	1	\$29,960	\$21,036	\$25,016	\$-3,980	.	-0.53
766	+	Texas Tech	146	\$31,352	\$27,346	\$31,261	\$-3,914	0.000	-0.52
767	+	Texas Womans	25	\$44,502	\$24,470	\$26,303	\$-1,833	0.132	-0.25
768	+	U.T. Austin	500	\$36,291	\$30,964	\$32,527	\$-1,563	0.000	-0.21
769	Texas A&M		242	\$34,189	\$32,926	\$34,219	\$-1,293	0.013	-0.17
770	+	U.T. Arling	75	\$29,103	\$26,537	\$27,188	\$-651	0.331	-0.09
771	+	Sam Houston	13	\$42,377	\$30,203	\$30,152	\$50	0.960	0.01
772	-	U.T. El Paso	15	\$24,469	\$26,095	\$25,610	\$485	0.380	0.06
773	-	A&M Galvest	1	\$9,080	\$21,199	\$20,478	\$721	.	0.10
774	+	U. North Tx	142	\$37,464	\$25,089	\$24,343	\$746	0.164	0.10
775	+	U.T. Dallas	56	\$41,733	\$30,224	\$27,335	\$2,889	0.075	0.39
776	+	U. Houston	141	\$34,205	\$29,629	\$26,681	\$2,948	0.000	0.39
777	-	Southwest Tx	9	\$18,138	\$28,803	\$25,797	\$3,006	0.092	0.40
778	-	U.T. Pan Am	1	\$21,996	\$37,500	\$33,963	\$3,537	.	0.47

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----- Maximum Level=Taught at doctoral level Funding Discipline=Science -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
779	+	Texas Southr	5	\$44,277	\$26,307	\$30,146	\$-3,839	0.419	-0.51
780	-	A&M Galvest	6	\$19,488	\$28,637	\$30,717	\$-2,080	0.434	-0.28
781	-	Texas Tech	77	\$27,419	\$30,924	\$32,589	\$-1,665	0.023	-0.22
782	-	Texas Womans	17	\$21,686	\$23,498	\$24,965	\$-1,467	0.121	-0.20
783	+	U.T. El Paso	11	\$40,554	\$25,556	\$25,759	\$-204	0.896	-0.03
784	-	Texas A&M	250	\$31,622	\$34,583	\$34,377	\$206	0.741	0.03
785	+	U.T. Arling	34	\$31,923	\$28,732	\$27,289	\$1,443	0.081	0.19
786	+	U.T. San Ant	28	\$34,381	\$27,448	\$25,419	\$2,029	0.087	0.27
787	+	U. North Tx	76	\$41,900	\$31,084	\$28,585	\$2,499	0.005	0.33
788	+	U.T. Dallas	71	\$49,225	\$29,094	\$25,676	\$3,419	0.004	0.46
789	U.T. Austin		209	\$35,012	\$38,512	\$34,853	\$3,659	0.000	0.49
790	+	S. F. Austin	1	\$42,281	\$25,996	\$22,173	\$3,823	.	0.51
791	+	U. Houston	95	\$37,607	\$35,459	\$27,954	\$7,505	0.000	1.00

----- Maximum Level=Taught at doctoral level Funding Discipline=Fine Arts -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
792	-	Texas Tech	66	\$17,536	\$23,612	\$28,439	\$-4,827	0.000	-0.65
793	-	U.T. Austin	138	\$23,890	\$24,754	\$29,277	\$-4,522	0.000	-0.61
794	+	Texas Womans	11	\$21,053	\$14,865	\$18,072	\$-3,206	0.055	-0.43
795	+	U. North Tx	128	\$23,502	\$21,212	\$23,376	\$-2,164	0.000	-0.29
796	U.T. Dallas		6	\$28,218	\$27,118	\$28,447	\$-1,329	0.111	-0.18
797	-	U. Houston	43	\$16,653	\$19,576	\$19,793	\$-217	0.795	-0.03
798	-	A&M Commerce	1	\$5,024	\$12,624	\$8,325	\$4,299	.	0.58

----- Maximum Level=Taught at doctoral level Funding Discipline=Teacher Ed -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
799	-	U.T. Pan Am	4	\$19,006	\$22,183	\$27,398	\$-5,215	0.408	-0.70
800	+	Texas Womans	61	\$23,763	\$8,790	\$13,833	\$-5,044	0.000	-0.67
801	+	Southwest Tx	10	\$25,733	\$16,660	\$19,809	\$-3,149	0.005	-0.42
802	+	A&M Kingsvil	7	\$28,228	\$23,652	\$26,734	\$-3,082	0.225	-0.41
803	+	A&M Commerce	36	\$39,897	\$18,178	\$20,695	\$-2,517	0.001	-0.34
804	+	U. Houston	59	\$45,293	\$18,283	\$20,233	\$-1,951	0.052	-0.26
805	+	Texas Tech	45	\$29,321	\$23,964	\$25,798	\$-1,834	0.131	-0.25
806	A&M Corpus		5	\$27,873	\$27,479	\$28,651	\$-1,172	0.641	-0.16
807	-	Texas Southr	16	\$25,774	\$26,011	\$27,173	\$-1,162	0.571	-0.16
808	+	S. F. Austin	5	\$25,696	\$23,607	\$24,586	\$-979	0.226	-0.13
809	+	U.T. Austin	91	\$34,599	\$28,579	\$29,465	\$-886	0.374	-0.12
810	+	U. North Tx	49	\$31,521	\$19,700	\$20,406	\$-706	0.351	-0.09
811	+	Texas A&M	52	\$32,540	\$30,453	\$31,021	\$-568	0.542	-0.08
812	-	Lamar	1	\$1,352	\$32,408	\$32,910	\$-502	.	-0.07
813	+	U.T. El Paso	6	\$30,783	\$28,179	\$27,019	\$1,160	0.558	0.16
814	-	Sam Houston	4	\$21,552	\$29,186	\$25,409	\$3,777	0.141	0.51
815	-	U.T. San Ant	2	\$23,216	\$31,648	\$27,613	\$4,035	0.242	0.54

Current Formula Matrix

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---- Maximum Level=Taught at doctoral level Funding Discipline=Agriculture -----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
816 - A&M Kingsvil		4	\$23,395	\$26,905	\$31,696	\$-4,792	0.066	-0.64
817 - Texas Tech		30	\$25,580	\$28,970	\$33,224	\$-4,254	0.000	-0.57
818 S. F. Austin		8	\$27,689	\$25,497	\$29,577	\$-4,080	0.006	-0.55
819 - Texas A&M		119	\$25,276	\$31,028	\$33,511	\$-2,483	0.004	-0.33
820 - W. Texas A&M		1	\$3,348	\$7,886	\$8,239	\$-353	.	-0.05

---- Maximum Level=Taught at doctoral level Funding Discipline=Engineering -----

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
821 + U.T. Arling		83	\$50,950	\$30,613	\$27,699	\$2,914	0.002	0.39
822 - U.T. El Paso		14	\$24,079	\$31,934	\$28,649	\$3,285	0.007	0.44
823 + U.T. Dallas		25	\$86,440	\$30,709	\$26,975	\$3,734	0.042	0.50
824 + Texas Tech		61	\$42,646	\$36,935	\$32,425	\$4,510	0.000	0.60
825 + Texas A&M		240	\$45,085	\$39,000	\$33,892	\$5,108	0.000	0.68
826 + U.T. Austin		239	\$52,725	\$39,081	\$33,863	\$5,218	0.000	0.70
827 Lamar		9	\$30,917	\$31,427	\$24,926	\$6,500	0.085	0.87
828 + U. Houston		71	\$44,073	\$36,049	\$28,151	\$7,898	0.000	1.06

--- Maximum Level=Taught at doctoral level Funding Discipline=Home Economics ---

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
829 S. F. Austin		1	\$22,040	\$19,205	\$24,612	\$-5,407	.	-0.72
830 + U. North Tx		3	\$81,121	\$27,395	\$30,746	\$-3,351	0.094	-0.45
831 + Texas Womans		17	\$49,123	\$23,166	\$25,768	\$-2,602	0.001	-0.35
832 - Texas Tech		23	\$24,521	\$26,952	\$29,281	\$-2,329	0.014	-0.31
833 - U.T. Austin		12	\$23,488	\$37,147	\$34,365	\$2,781	0.247	0.37

-- Maximum Level=Taught at doctoral level Funding Discipline=Social Services ---

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
834 + U.T. Austin		46	\$69,560	\$18,040	\$24,318	\$-6,277	0.000	-0.84
835 + U.T. Arling		41	\$62,743	\$18,367	\$21,218	\$-2,850	0.002	-0.38
836 + U. Houston		3	\$35,457	\$28,176	\$20,157	\$8,019	0.234	1.07

-- Maximum Level=Taught at doctoral level Funding Discipline=Library Science ---

OBS X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
837 + U.T. Austin		23	\$54,352	\$21,493	\$26,896	\$-5,404	0.001	-0.72
838 + Texas Womans		14	\$46,953	\$14,180	\$18,945	\$-4,765	0.000	-0.64
839 + U. North Tx		3	\$39,058	\$26,770	\$27,441	\$-671	0.860	-0.09

Current Formula Matrix

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-- Maximum Level=Taught at doctoral level Funding Discipline=Health Services ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
840	+	Texas Womans	43	\$33,910	\$24,456	\$24,928	\$-473	0.640	-0.06
841	+	U.T. Dallas	11	\$40,459	\$15,755	\$14,637	\$1,117	0.678	0.15
842	+	U. North Tx	4	\$40,495	\$25,013	\$23,170	\$1,844	0.461	0.25
843	+	U.T. Austin	41	\$32,162	\$25,372	\$22,666	\$2,706	0.007	0.36
844	+	U.T. Tyler	8	\$86,471	\$20,718	\$16,962	\$3,756	0.096	0.50
845	-	U. Houston	3	\$11,470	\$38,190	\$21,757	\$16,433	0.044	2.20

----- Maximum Level=Taught at doctoral level Funding Discipline=Pharmacy -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
846	+	U. Houston	1	\$46,669	\$32,430	\$25,869	\$6,561	.	0.88
847	+	U.T. Austin	9	\$43,602	\$40,351	\$33,226	\$7,124	0.022	0.95

--- Maximum Level=Taught at doctoral level Funding Discipline=Business Admin ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
848	+	Texas A&M	56	\$166,556	\$40,422	\$37,380	\$3,042	0.041	0.40
849	+	U. Houston	72	\$192,339	\$32,589	\$29,507	\$3,083	0.030	0.41
850	+	U.T. Dallas	65	\$199,334	\$33,066	\$28,956	\$4,110	0.051	0.55
851	+	U.T. Arling	56	\$122,467	\$35,036	\$30,620	\$4,416	0.000	0.59
852		U.T. Pan Am	4	\$33,505	\$36,841	\$32,212	\$4,629	0.048	0.62
853	+	U. North Tx	54	\$88,783	\$35,720	\$29,918	\$5,802	0.000	0.78
854	+	U.T. Austin	113	\$210,250	\$44,898	\$36,787	\$8,111	0.000	1.08
855	+	Texas Tech	40	\$81,087	\$44,978	\$36,726	\$8,252	0.000	1.10

----- Maximum Level=Taught at doctoral level Funding Discipline=Optometry -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
856	-	U. Houston	6	\$23,368	\$30,300	\$28,778	\$1,523	0.389	0.20

----- Maximum Level=Taught at professional level Funding Discipline=Law -----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
857		U. Houston	93	\$20,635	\$23,315	\$18,375	\$4,940	0.000	0.66
858		Texas Tech	30	\$36,077	\$37,289	\$29,350	\$7,940	0.000	1.06
859	+	Texas Southr	40	\$37,768	\$30,174	\$21,880	\$8,294	0.000	1.11
860		U.T. Austin	102	\$27,557	\$37,719	\$24,577	\$13,142	0.000	1.76

Maximum Level=Taught at professional level Funding Discipline=Health Services

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
861	-	Texas Southr	1	\$4,724	\$32,802	\$33,082	\$-280	.	-0.04

Current Formula Matrix

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---- Maximum Level=Taught at professional level Funding Discipline=Pharmacy ----

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
862	-	U.T. Austin	37	\$14,950	\$19,402	\$20,445	\$-1,043	0.449	-0.14
863	+	Texas Southr	5	\$27,191	\$24,554	\$24,662	\$-108	0.947	-0.01
864	+	U. Houston	6	\$56,707	\$17,751	\$15,092	\$2,659	0.595	0.36

--- Maximum Level=Taught at professional level Funding Discipline=Optometry ---

OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
865	-	U. Houston	24	\$16,348	\$24,131	\$19,672	\$4,459	0.005	0.60

ATTACHMENT F. SAS OUTPUT - REGRESSION RESULTS BY UNIVERSITY

Current Formula Matrix

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OBS	X	FICE	N	FUNDING	SALARY	PRED1	RESID1	PROBZERO	STURES1
1	-	U.T. Browns	155	\$8,794	\$12,239	\$18,476	\$-6,237	0.000	-0.83
2	-	Sul Ross Rio	40	\$8,598	\$10,477	\$14,405	\$-3,927	0.000	-0.53
3		A&M Texarkan	50	\$12,977	\$10,673	\$14,215	\$-3,542	0.000	-0.47
4		U.H. Victor	67	\$12,388	\$11,355	\$14,696	\$-3,341	0.000	-0.45
5	-	U.H. Downtwn	379	\$8,238	\$11,639	\$13,998	\$-2,359	0.000	-0.32
6	-	Tarleton	292	\$12,378	\$15,738	\$18,092	\$-2,354	0.000	-0.31
7	-	Lamar	300	\$12,795	\$17,259	\$19,498	\$-2,239	0.000	-0.30
8	-	A&M Corpus	334	\$11,657	\$14,308	\$16,249	\$-1,941	0.000	-0.26
9	+	U.H. Clear	325	\$17,837	\$13,758	\$15,486	\$-1,729	0.000	-0.23
10	-	A&M Kingsvil	289	\$12,230	\$17,372	\$18,954	\$-1,582	0.000	-0.21
11	-	S. F. Austin	480	\$12,892	\$17,906	\$19,466	\$-1,560	0.000	-0.21
12	-	Angelo St	225	\$12,230	\$18,604	\$20,104	\$-1,500	0.000	-0.20
13	-	Sul Ross	110	\$10,681	\$16,931	\$18,415	\$-1,484	0.043	-0.20
14	-	Texas Tech	1298	\$19,682	\$20,024	\$21,325	\$-1,301	0.000	-0.17
15	+	A&M Commerce	377	\$15,276	\$13,204	\$14,474	\$-1,271	0.000	-0.17
16	-	Midwestern	244	\$11,937	\$17,025	\$18,262	\$-1,237	0.000	-0.17
17	-	U.T. Permian	102	\$11,907	\$15,820	\$16,970	\$-1,150	0.032	-0.15
18	-	U.T. Tyler	210	\$13,908	\$15,879	\$16,937	\$-1,058	0.010	-0.14
19	-	W. Texas A&M	277	\$12,292	\$14,204	\$15,196	\$-993	0.012	-0.13
20	+	Texas Womans	607	\$17,550	\$14,138	\$14,641	\$-503	0.035	-0.07
21	+	Texas A&M	2337	\$22,927	\$22,118	\$22,311	\$-192	0.212	-0.03
22	-	Texas Southr	329	\$16,169	\$18,336	\$18,394	\$-59	0.899	-0.01
23	-	U.T. El Paso	678	\$13,297	\$16,747	\$16,660	\$86	0.684	0.01
24	-	A&M Internat	138	\$11,479	\$18,530	\$18,319	\$211	0.664	0.03
25	-	Sam Houston	518	\$13,834	\$17,678	\$17,445	\$233	0.307	0.03
26	-	U.T. San Ant	718	\$13,601	\$16,429	\$16,080	\$349	0.125	0.05
27	-	Southwest Tx	836	\$15,482	\$18,594	\$18,147	\$447	0.029	0.06
28	-	U.T. Pan Am	487	\$13,569	\$17,726	\$17,195	\$531	0.050	0.07
29	+	U.T. Austin	2614	\$33,689	\$25,399	\$24,581	\$818	0.000	0.11
30	+	U.T. Arling	919	\$26,733	\$18,785	\$17,794	\$992	0.000	0.13
31	-	A&M Galvest	98	\$6,294	\$13,417	\$12,396	\$1,021	0.143	0.14
32	-	Prairie View	274	\$14,013	\$18,124	\$16,940	\$1,184	0.011	0.16
33	+	U. North Tx	1202	\$22,573	\$17,866	\$16,559	\$1,307	0.000	0.17
34	+	U.T. Dallas	437	\$53,635	\$20,968	\$18,713	\$2,255	0.000	0.30
35	+	U. Houston	1477	\$29,015	\$19,910	\$17,587	\$2,323	0.000	0.31

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